SUPREME COURT OF THE UNITED STATES

OCTOBER TERM, 1946

No. 544

NATIONAL LABOR RELATIONS BOARD, PETITIONER

vs.

KEYSTONE STEEL & WIRE COMPANY AND INDEPENDENT STEEL WORKERS ALLIANCE

ON WRIT OF CERTIORARI TO THE UNITED STATES CIRCUIT COURT OF APPEALS FOR THE SEVENTH CIRCUIT

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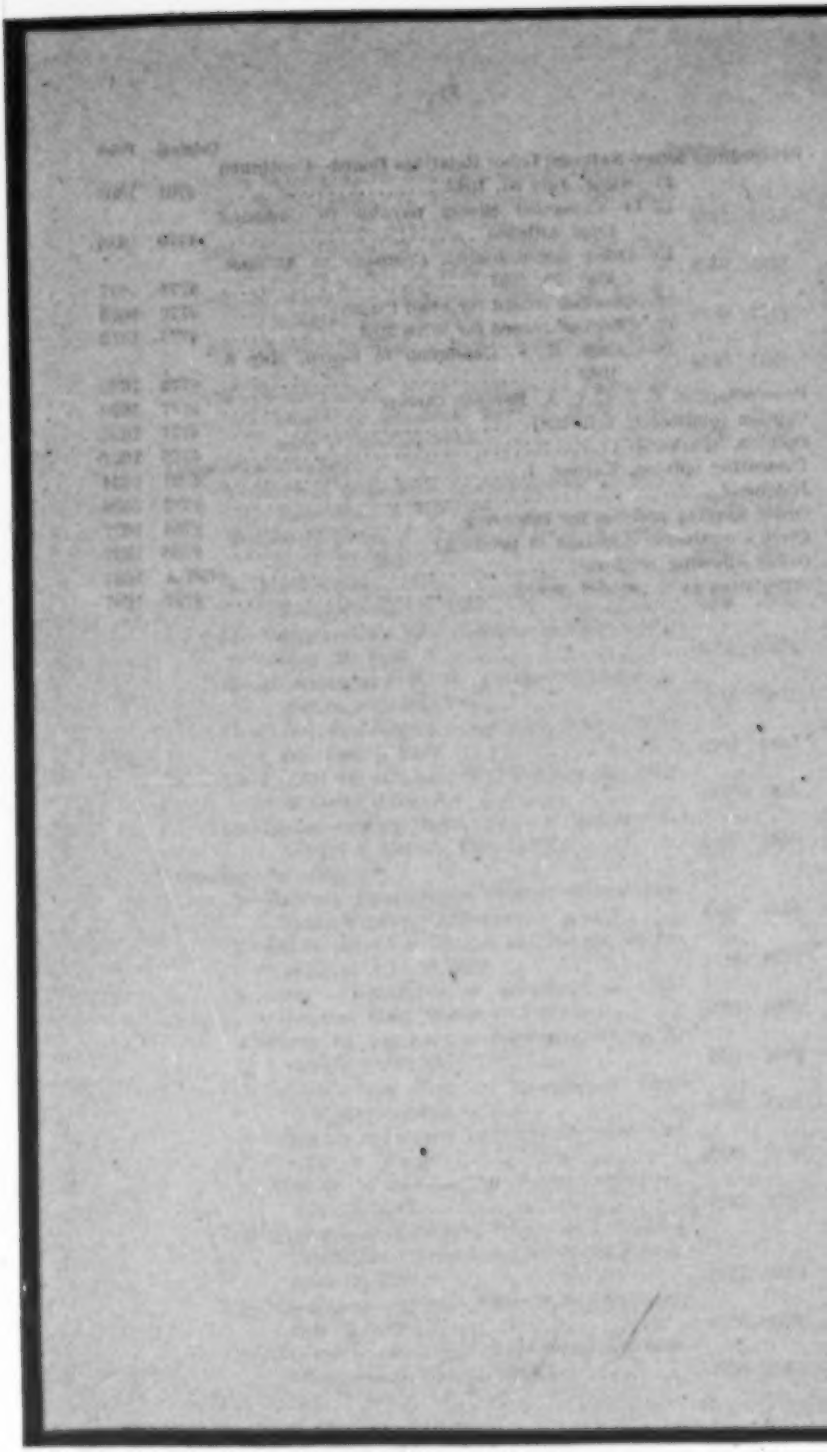
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2258 HARRY JAMES was called as a witness on behalf of the Intervener, and, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name?

A. Harry James.

2259 Q. Will you spell your last name for the record, please?

A. J-a-m-e-s.

Q. And where do you live, Mr. James?

A. 1009 North 5th Street, Pekin, Illinois.

Trial Examiner MYERS. You may be seated, sir. You may proceed, Mr. Champion.

By Mr. CHAMPION:

Q. Your name is Harry James?

A. Yes, sir.

Q. And you reside where?

A. 1009 North 5th Street, Pekin, Illinois.

Q. Were you a member of the KEA, the Keystone Employees Alliance Association, during the year 1937?

Mr. MCGRATH. You mean the Keystone Employees Association? You said Keystone Employees Alliance Association.

Mr. CHAMPION. I meant to say the Keystone Employees Association if I did not say it.

The WITNESS. Yes, sir.

By Mr. CHAMPION:

Q. Do you recall attending a meeting of the KEA in the year 1937, in the spring of 1937?

A. Yes, sir.

Q. Do you know about when that meeting was held?

A. Do you mean the last meeting of the KEA?

Q. Yes, sir.

A. Sometime in the latter part of March, in the middle of last March, I believe.

2260 Q. Of what year?

A. 1937.

Q. You are an employee at the Keystone, are you?

A. Yes, sir.

Q. What department do you work in, Mr. James?

A. In the machine shop.

Q. How long have you been an employee of the Keystone Steel & Wire Company?

A. Between twenty-one and twenty-two years.

Q. And how long have you last been employed in the machine shop, Mr. James?

A. About nineteen years.

Q. Referring to this meeting that you spoke about in March of 1937, was that a meeting of the general committee of the Alliance?

A. Yes, sir.

Q. I mean the KEA. Strike that.

I will ask you whether or not that was a meeting of the general committee of the KEA.

A. Yes, sir.

Q. Was Bruce Hogue present at that meeting?

A. Yes, sir.

Q. Did Bruce Hogue report anything to that meeting, Mr. James?

A. Yes.

2261 Q. What if anything did he report to that meeting?

A. He reported that he had called or talked to Dan Sommer and had been informed that they would no longer recognize or do business with the KEA.

Q. Now, that was a report he made at this meeting, you say, sometime—your best judgment was in March of 1937—to the general committee of the KEA?

A. Yes, sir.

Q. And what happened after that report that Mr. Hogue made to that group or that meeting?

A. Well, it was not a whole lot. There was a lot of discussion there as to why and what should be done, and things like that.

Q. Do you know whether—can you tell just a little bit more in detail, if you can, to the Examiner what you recall of that discussion in general that followed the report that Mr. Hogue brought to the meeting?

A. Well, the discussion was what he thought we should do.

Q. Any organizations mentioned of any kind?

A. Yes, there was some mention of that. They mentioned the American Federation of Labor and the Cater-

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pillar Employees Alliance. I don't know if there was any others mentioned or not.

Q. Now, were there any committees appointed at that meeting in reference to anything that they were to
2262 do or any organization other than the KEA?

Mr. Rosell. Mr. Examiner, I do not like to interject with objections, but certainly that is of a leading nature, Mr. Examiner.

Trial Examiner Myers. Well, as long as you do not want to object, you may go ahead, Mr. Champion.

Mr. Rosell. I do object, Mr. Examiner.

Trial Examiner Myers. The objection is overruled.

The Witness. There was no committees appointed that I recall.

By Mr. Champion:

Q. Was there any name or suggestion of a name for any organization?

A. Not that I recall.

Q. Now, what action, if any, was taken by that group as a result of the report that Bruce Hogue made to that meeting in reference to a conference with Dan Sommer?

A. There was a motion made that the KEA dissolve or be dissolved, and it carried.

Q. Now, you attended that meeting from the start of it to the end of it, did you?

A. Yes, sir.

Q. Did you understand when that meeting broke up that anybody was charged with any duties to perform, any duties concerning any other organization?

A. I did not hear of anyone being told what to do,
2263 or anything different.

By Trial Examiner Myers:

Q. What was said about the treasury of the KEA?

A. Nothing, that I recall.

Q. Well, what was said about the books and records of the KEA?

A. Nothing that I recall.

By Mr. Champion:

Q. Now, subsequent to that meeting that you have testified to, do you know whether or not there was a period

of time when there was no representation as far as the employees were concerned?

A. What meeting are you speaking of?

Q. The dissolution meeting of the KEA. After that for a period of some time do you know whether or not, to your knowledge, there was any organization?

A. There was a time that there was not, I know that.

Q. I will ask you whether or not any officer or representative of management was present at this meeting that you have referred to and which we referred to as the KEA dissolution meeting?

A. No, there was not.

Q. After that dissolution meeting of the KEA did you have occasion to meet with any employees of the Keystone at a meeting?

A. Yes, we meet; some of we employees got together and met.

2264 Q. Where?

A. At Heitzman's Hall.

Q. And do you recall about how long that was after the dissolution meeting of the KEA?

A. I would say a week or ten days.

Q. Do you remember about how many were present at that meeting at Heitzman's Hall?

A. Oh, very few; eight or ten.

Q. Was there any action taken at that meeting when the eight or ten got together?

A. Just discussion, was all.

Q. Discussion about what?

A. About what we should do in regard to representation for the men.

By Trial Examiner Myers:

Q. Do you remember what day of the week that meeting was held in Heitzman's Hall?

A. No, I don't.

Trial Examiner Myers. All right.

By Mr. Champion:

Q. Do you know whether there had been any complaint that had come to you or had you—strike that.

Had you heard any complaint or grievances from employees of the Keystone Steel & Wire Company in the

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interim between the time when the meeting, the dissolution meeting of the KEA was held, and this meeting that you have just testified to at Heitzman's Hall when eight
2265 or ten employees of the Keystone were present?

Mr. ROSELL. I object, Mr. Examiner.

Trial Examiner MYERS. Why?

Mr. ROSELL. Because it is a general leading question.

Trial Examiner MYERS. The objection is overruled.

The WITNESS. Will you repeat that question?

Trial Examiner MYERS. Will you read the question to the witness, please?

(Record read.)

The WITNESS. I have not personally heard any reason for complaint.

By Mr. CHAMPION:

Q. Had you——

A. Heard of them?

Q. Yes.

A. Yes.

Q. In other words, they had not been made to you, but you heard of them?

A. That is right.

Q. Now, I will ask you whether or not you attended a meeting at Heitzman's Hall on April 16, 1937?

A. Yes, sir.

Q. Mr. James, about how many were present at that meeting?

A. I can not give you the exact number. I would say forty or fifty men.

Q. And were they employees of the Keystone
2266 Steel & Wire Company?

A. Yes, sir.

Q. Now, do you recall whether or not there was any discussion there in reference to an organization of the employees?

A. Yes, sir, that was the purpose of the meeting.

Q. And do you recall if there was any action taken by that group that met there at Heitzman's Hall on April 16, 1937?

A. Yes, there was action taken.

Q. What action was taken, if you recall?

A. Well, I think the first thing that took place was a temporary chairman was appointed to take care of that meeting, presiding over the meeting.

Mr. Rosell. I am sorry. I did not get that. He has hand to his mouth and it is very hard to hear.

(Record read.)

By Mr. Champion:

Q. Do you remember who that temporary Chairman was?

A. Mr. Hogue.

Q. Bruce Hogue?

A. Yes, sir.

Q. Then, if you recall, as best you can, will you relate what followed that election of the temporary officers for that meeting?

A. They discussed organizing a union.

Q. Did various men present, employees, state their opinions?

2267 A. Yes, sir, a general discussion.

Q. And was it there determined what type of a union they wanted?

A. Yes, they wanted an independent union, it seemed, the majority of them.

Q. Now, what action, if any, was taken by that group there at that meeting? When I say "action," I mean in the way of motions or anything of that sort or—you understand what I mean by action?

A. They made a motion, they took action to form an organization of their own and discussed the name, and I do not recall whether the name was given there or not.

By Trial Examiner Myers:

Q. Tell us what you do remember.

A. That is what I remember.

Q. Do you remember anything else that took place at that meeting?

A. There was a temporary committee appointed to draw up a foundation—the bylaws or constitution for this organization.

By Mr. Champion:

Q. Do you remember who were members of that committee, Mr. James?

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A. That was appointed?
Q. Yes, sir.
A. Yes, sir, I do.
Q. Who were they?
2268 A. It was Bill McGowan, Fred Liesch, Ernest Sering and myself.

By Trial Examiner MYERS:

Q. Who appointed the committee?
A. The Chairman, with the approval of the group that was there.

By Mr. CHAMPION:

Q. Was there any date set at that April 16, 1937, meeting for a meeting in the future?
A. Yes, sir.
Q. There was?
A. Yes, sir.
Q. What was the date set for any future meeting?
A. The 23rd, according to our minute book.

By Trial Examiner MYERS:

Q. The 21st, do you mean?
A. The 21st.

By Mr. CHAMPION:

Q. Of what?
A. Of April.
Q. Of what year?
A. 1937.
Q. I will ask you whether or not this committee that you have named did anything between April 16th and April 21, 1937?
A. Yes, sir.
Q. What did you do?
A. We met and got all the help we could from the various employees, and we laid our foundation for a constitution.
Q. Well, where did you meet, and how often did
2269 you meet during that period?
A. I think we met every evening, approximately, after work.
Q. Where?
A. Over Heitzman's Hall—over Heitzman's Tavern, rather, in Heitzman's Hall.

Q. And what did you do when you met? Who met with you besides this committee, if anybody?

A. Various employees that we thought knew something about a constitution and bylaws and give us the information and help us. I can not name but very few of them.

By Trial Examiner MYERS:

Q. Name some of them.

By Mr. CHAMPION:

Q. If you can, name anyone that was there.

A. Mr. Mahannah was there. He did the writing up. Mr. Lowman was there, Earl Lowman; on different occasions Bruce Hogue would sit in on some of them.

Q. Anybody else?

A. Yes, there were others. I can not recall. I know that we had different ones there, but I can not name them. I think Otis Waldron was up there a night or two, different ones, anyone we thought could help us we got. I can not recall their names.

By Mr. CHAMPION:

Q. Now, did you have anything in the way of formation of a constitution or bylaws there from which to work on or from which to refer to in order to get any ideas?

2270 A. Yes, there were some books brought in. I do not know how many; I do not recall how many.

Q. What kind of books?

A. On the constitution and bylaws of other organizations.

By Trial Examiner MYERS:

Q. Do you mean the constitution and bylaws of other labor organizations?

A. Yes, sir.

By Mr. CHAMPION:

Q. Do you recall offhand or not any such—strike that, please.

Do you recall offhand whether you had a constitution and bylaws of any particular organization? Can you fix any particular organization in mind?

A. Mr. Lowman brought a book of the Hod Carriers and Brick Layers Union of the American Federation of Labor. I know that we had that.

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Q. Now, did this group which you had in mind get together any data or anything for a report to this April 21st meeting?

A. Yes, sir.

Q. And was there a report made by that committee to the meeting of April 21, 1937?

A. Yes, sir.

Q. You were present at that April 21st meeting?

A. Yes, sir.

Q. Were you?

A. Yes, sir.

2271 Q. Do you recall whether what you had prepared was read, at least in part, to that April 21st meeting?

A. I think what we prepared was read. I know it was read at that meeting.

Q. I call your attention to the fact that there are two things, the constitution and the bylaws, do you understand?

A. Yes, sir.

Q. Although they go together.

Now, do you recall whether any action was taken at the April 21, 1937, meeting on the constitution which your committee, with the help of others, had drafted and reported to that meeting?

A. I do not recall just what action was taken.

Q. You can not recall that offhand?

A. No.

Q. If the minutes of the meeting of April 21st show some action one way or another on that report that your committee made, you would assume that would be correct?

A. That is correct.

Q. Do you recall at that meeting of April 21st whether or not a portion of the bylaws was read?

A. No, I do not.

Q. You do not have any independent recollection of that?

A. No, I have not.

Q. Well, if you do not recall that I do not want 2272 you to answer.

Do you recall at that April 21st meeting that there was a chapter to refresh your recollection, that there was a Chapter 5 of the bylaws which had to do with officers salaries?

Do you recall that there was such a chapter?

A. Yes, sir.

Q. And do you also recall whether or not there was any discussion on that particular chapter 5 of the bylaws at the meeting of April 21, 1937?

A. Yes, sir.

Q. And was it not determined that that matter should go over until the next meeting?

A. It was.

Q. Do you recall, Mr. James, whether or not at the April 21st meeting of 1937 a date was fixed for a subsequent meeting of that group of the Alliance?

A. I do not recall the date. There was a date set, but I do not recall what it was.

Q. Well, do you recall whether or not there was a date set at the April 21st meeting for a further meeting, although you do not know what date it was set for?

A. I do not know what date was set.

Q. Now, I will ask you, Mr. James, if at the meeting at Heitzman's Hall, which I will designate as the first
2273 meeting when eight or ten were present, and the second meeting at Heitzman's Hall, which was April 16th, and the third meeting at Heitzman's Hall, which was April 21st, 1937, whether or not any representatives of the company or any officers of the company was or were present at any of those three meetings?

A. There was not.

Mr. CHAMPION. That is all.

Trial Examiner MYERS. May I interrupt here just one moment, please, Mr. Champion?

Mr. CHAMPION. Yes, sir.

Trial Examiner MYERS. Did you ask the witness whether he read an article 5 or chapter 5 in one of the constitutions?

Mr. CHAMPION. Of the bylaws.

Trial Examiner MYERS. The bylaws of what organization?

Mr. CHAMPION. I believe it was of the Alliance, as I recall it now. I know what is in it, and I might make a statement to the Examiner.

Trial Examiner MYERS. I just want to find it.

Mr. CHAMPION. May I make this statement and it will not affect this witness at all? Chapter 5 was eliminated from the original draft, if you will note, in the minutes.

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Trial Examiner MYERS. Where is Chapter 5 in the bylaws of the Alliance? I know that the Chapter 5
2274 of the Keystone Employees organization refers to the company, "shall appoint a management representative." That I know was deleted from or made part of the Alliance constitution.

Mr. CHAMPION. That is a very fair question. I will try to answer it. The draft that was prepared by this group excluded Chapter 5 of the bylaws which had to do with the salary of officers. At the meeting after April 21st or 28th, they decided to delete that and take separate action, separate and aside from the constitution and bylaws. If you will note, it goes from Chapter 4 to Chapter 6.

Trial Examiner MYERS. It goes from Article 4 to Article 6.

Mr. CHAMPION. That is right, I should say from Article 4 to Article 6.

Trial Examiner MYERS. Do you have any questions, Mr. Rosell?

Mr. ROSELL. Yes, sir.

Mr. Reporter, may I have Board's Exhibit No. 20 please?

(Document handed to counsel.)

Cross examination by Mr. ROSELL:

Q. Mr. James, will you state what the discussion was at the last meeting of the KEA?

A. Did I?

Q. I say, will you, please?

A. Oh, will I? There was a discussion on what should be done. Do you mean what discussion took place
2275 now? Where are you? Was it stated in this meeting?

Q. Well, at this meeting, will you tell us the discussion, as you recall it?

A. In other words, repeat what I was asked on my direct examination?

Q. Well, repeat that or tell any additional matter that you recall.

A. Mr. Hogue, Bruce Hogue, reported to us that he had met with Dan Sommer and he had been informed that

the company would not recognise or do business with the KEA any longer.

Q. Now, did Mr. Hogue say why Mr. Sommer told him that?

A. Not that I recall.

Q. What else do you recall about the discussion at that last meeting of the KEA?

A. There was a general discussion then about what they should do.

Q. Well, what was the discussion?

A. Whether they should form a union of their own organization, a union of their own or affiliate with someone else, some other labor organization. That was the main topic under discussion.

Q. Now, at that time were you a member of the KEA general committee?

A. Yes, sir.

Q. And were you a department chairman of your group?

2276 A. I was a department committeeman. I do not know whether I was chairman or not.

Q. And were you on any of the committees, the standing committees of the KEA at that time?

A. I do not recall; I do not think I was.

Q. Do you know if Harry James was a KEA committeeman at that time, I mean Otis Wallgren, rather.

A. I do not believe he was, but I am not sure.

Q. Do you know whether Mr. Sering was a KEA committeeman at that time, a member of the general committee?

A. I think he was; I am sure he was.

Q. And was Bill McGowan a KEA committeeman at that time?

A. I think so.

Q. Now, when was this first meeting of the eight or ten persons that met in April of 1937?

A. It was right at the first part of April, according to our—I am taking that from dates that are given of our regular meetings. That is the only way I have of designating the date. I know how much time it took us to do what we had to do and what we done.

Q. And was that a few days before?

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A. Yes, I would say four or five days before we had our first meeting.

By Trial Examiner MYERS:

Q. What do you call the first meeting?

2277 A. The first meeting we have a record of, April 16th.

By Mr. ROSELL:

Q. Mr. James, who was present at this first meeting, this group, the eight or ten persons——

Trial Examiner MYERS. Wait a minute.

Mr. CHAMPION. There is confusion there.

By Trial Examiner MYERS:

Q. Where are the records of the April 16th meeting?

A. We have in our minute book a mention of the April 16th meeting.

Trial Examiner MYERS. I beg your pardon?

A. I say, we have a mention in our minute book of the April 16th meeting.

Q. Wasn't that the first meeting of the Alliance?

A. As far as I know.

Q. That is the meeting that you are referring to, is it?

A. No, the meeting he is speaking of is where the eight or ten met before this time.

Trial Examiner MYERS. I see what you mean.

By Mr. ROSELL:

Q. Who was present at this meeting where the eight or ten met, Mr. James?

A. I can recall some of them: Fred Liesch, Earl Lowman was there, I was there, Ernest Sering, Bill McGowan, Henry Moon, those six I can recall.

By Trial Examiner MYERS:

Q. What about Hogue?

A. He might have been there; I don't know.

2278 Q. That was Bruce Hogue.

A. Bruce Hogue might have been there; I don't know.

By Mr. ROSELL:

Q. Do you know if Paul Cantrall was there?

A. I am not positive; I believe he was.

Q. Now, Mr. James, I believe you testified on direct examination that at the meeting of April 16, 1937, there was discussion of the type of union that should be organized, is that correct?

A. Will you repeat that, please?

Trial Examiner Myers. Will the reporter please read the question to the witness?

(Record read.)

The Witness. That is correct.

By Mr. Rosell:

Q. And you likewise stated, did you not, that the majority of those employees wanted an independent union, is that correct?

A. Correct.

Q. Was there a vote taken on that?

A. Yes, there was.

Q. And about how many were there at that time?

A. Forty or fifty.

Q. Now, subsequent to that meeting, at the meeting of April 21, how many were present, if you know?

A. Well, there was a larger number there; there was quite a crowd there.

2279 Q. Well, how many would you estimate, Mr. James?

A. Well, I could not say. The hall was pretty well filled up. How many were there I don't know.

Q. And the hall would hold how many people?

A. I would say there were about eighty or ninety people.

2288 Moses Boyd was called as a witness by and on behalf of the intervener, and, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner Myers:

Q. What is your name, please?

A. Moses Boyd.

Q. Will you spell your full name, please?

2289 A. M-o-s-e-s B-o-y-d.

Q. And where do you live, Mr. Boyd?

A. Rural Route 3, Peoria.

Trial Examiner Myers. You may be seated, sir.

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You may proceed, Mr. Champion.

By Mr. Champion:

Q. Your name is Moses Boyd and you live at Rural Route 3, Peoria?

A. Yes, sir.

Q. Now, Mr. Boyd, it is so hard to hear in here. Let us speak up loud so that everybody can hear. It will facilitate this thing. Are you employed at the Keystone Steel & Wire Company?

A. Yes, sir.

Q. How long have you been employed there?

A. About seventeen years.

Q. And what department do you now work in?

A. I work in the mechanical department of the steel mill.

Q. And you have worked there how long last?

A. About three years.

Q. Were you a member of the Keystone Employees Association in 1937?

A. I was.

Q. Did you have occasion to attend a meeting of the general committee of the KEA held in the steel mill in the spring of 1937?

2290 A. Why, yes, I attended several in the spring of 1937.

Q. Well, I am trying to avoid leading questions—do you recall a meeting of the general committee of the KEA when Bruce Hogue made a report concerning the conference with Dan Sommer?

A. Yes, sir.

Q. And do you recall what Bruce Hogue reported at that meeting, if anything?

A. Well, Bruce reported that he had had a meeting with Mr. Sommer.

Q. Which Mr. Sommer?

A. Mr. Dan Sommer.

Q. Yes.

A. And that Mr. Sommer refused to do any more business with the KEA pertaining to employees' grievances and so forth.

Q. All right. After Mr. Hogue made that report at

that meeting was there any discussion by the members of the general committee of the KEA there present?

A. Yes, sir.

Q. Sir?

A. Yes, sir.

Q. And what was that discussion, generally?

A. Well, we discussed what we were going to do. We had no representation, and I for one mentioned affiliation with the American Federation of Labor, and then
2291 we discussed whether we would have a union of our own at that meeting and I believe someone mentioned about the Caterpillar Alliance, affiliating with those.

Q. Now, after this discussion, was there any motion put or any action taken by that Alliance committee?

Mr. MAHANNAH. You mean KEA.

Mr. CHAMPION. I am sorry, the KEA committee.

The WITNESS. Why, nothing except the dissolution.

By Mr. CHAMPION:

Q. Well, was there a motion made?

A. Yes.

Q. To dissolve?

A. Yes, sir.

Q. Did it carry?

A. Yes, sir.

Q. Now, were any committees appointed there concerning a new organization at that meeting?

A. No, sir, there were not.

Q. Was any name selected there as a name for a new organization?

A. Absolutely not.

Q. Mr. Boyd, do you recall—strike that.

What is your best recollection as to the time of that meeting that you referred to as the KEA meeting in which this action was taken?

A. Well, I would say along in the latter part of
2292 April, 1937, or March, I should say.

Q. The latter part of March of what year, sir?

A. 1937.

Q. Now, when you left that meeting that day—I am speaking of the KEA meeting—did you understand that anybody was charged with any duty or had anything to do concerning a new organization?

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A. No, sir, there was nothing except just a discussion of what we were going to do there with no committees or nothing appointed.

Q. Now, was any officer or representative of the management present at that KEA meeting?

A. No, sir.

Q. Now, was there a period of time, if you know, after that meeting of the KEA when there was no organization to your knowledge representing the employees?

A. Yes, sir.

Q. There was no such organization?

A. There was a space of time, yes, sir.

Q. Where there was no organization?

A. Yes, sir.

Q. Now, did you hear any complaint or grievance after that time from employees of the Keystone?

A. Yes.

Q. Were any made to you?

2293 A. Yes, sir.

Q. And what did you tell those men who made the complaints?

A. I told them that I could do nothing for them because we had no organization whatsoever.

Q. Now, you have been in court this morning, have you, Mr. Boyd, and heard the testimony of Mr. James?

A. Yes, sir.

Q. Were you present at a meeting of eight or ten employees of the Keystone at Heitzman's Hall sometime after this dissolution meeting?

A. I was not.

Q. Did you hear that there had been such a meeting?

A. I did.

Q. Were you present at a meeting of the employees of the Keystone on April 16, 1937, at Heitzman's Hall?

A. I was.

Q. Do you recall about how many were present at that meeting, as to your best judgment?

A. Well, I should say in the neighborhood of 35 to 40, maybe more—around that neighborhood.

Q. Was that meeting held at Heitzman's Hall?

A. Yes, sir.

Q. And were those present employees of the Keystone Steel & Wire Company?

A. They were.

2294 Q. Was any officer or representative of the management present at that meeting on April 16, 1937?

A. No, sir.

Q. Now, what action, if any, was taken at that meeting of April 16, 1937?

A. Well, there was a general—well, the first thing, they appointed a temporary chairman, and then we went into the discussion of what we were going to do.

Q. And was there a discussion about what type of organization you wanted?

A. Yes, sir.

Q. And was there a determination there of what type of organization you did not want?

A. Yes, sir.

Q. Just state what action was taken along that line, if any, at that meeting, as you recall.

A. Well, the action was taken was that we talked it over among ourselves with the different employees of our departments, and so forth, and we decided that we wanted a union of our own.

Q. Was that determined at that meeting of April 16, 1937?

A. Yes, sir.

Q. Now, was there anything determined about a name for the organization there?

A. There was.

2295 Q. And was a name selected?

A. Yes, sir.

Q. By action of that group?

A. Yes, sir.

Q. What name was selected?

A. The Independent Steelworkers Alliance.

Q. Were there any committees appointed, Mr. Boyd, at that meeting?

A. There were.

Q. How many committees?

A. One.

Q. What was that committee?

A. Well, it was a committee of four to draft the constitution and bylaws.

Q. Was there a date fixed at that meeting of April 16, 1937, about a future meeting?

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A. There was.

Q. Have you refreshed your recollection from the minutes and determined when that date was for the subsequent meeting?

A. April 21st.

Q. Of what year?

A. 1937.

Q. Were you a member of the temporary committee selected on April 16, 1937, to draft a proposed constitution and bylaws?

2296 A. No, sir.

Q. Do you know whether or not the committee appointed on April 16, 1937, made any report to the meeting of April 21, 1937?

A. Yes, they did.

Q. You attended the meeting of April 21, 1937?

A. I did.

Q. Do you know whether there was any action taken on the approval of the constitution and the bylaws in part at the meeting of April 21, 1937?

A. Yes, sir.

Q. What do you recall? What action was taken in reference to the constitution and bylaws?

A. Well, they were adopted as far as read. The motion was put to adopt them, to adopt them as far as read; the motion was put and carried.

Q. There was not completed action on the bylaws at the meeting of April 21, 1937?

A. No, sir, there was not.

Q. Was any representative of the management or any officer of the management present at the April 21, 1937, meeting?

A. No, sir.

Mr. CHAMPION. You may cross examine.

Trial Examiner MYERS. Do you have any questions, Mr. Rosell?

2297 Mr. ROSELL. Yes, sir, Mr. Examiner.

Cross examination by Mr. ROSELL:

Q. Mr. Boyd, where did you say this meeting at which Mr. Hogue reported his conference with Mr. Sommer was held?

A. Where he reported it?

Q. Yes, where was this meeting held?

A. At the laboratory at the steel mill, that is, the laboratory building.

Q. And that was a meeting of the KEA general committee?

A. Yes, sir.

Q. Were you a member of the KEA general committee at that time?

A. I was.

2307 EARL LOWMAN was recalled as a witness by and on behalf of the Intervener, and, having been first duly sworn, was examined and testified as follows:

DIRECT EXAMINATION

Trial Examiner MYERS. You don't have to be sworn again. You were sworn previously in this hearing, Mr. Lowman.

Mr. ROSELL. Mr. Examiner, before we proceed, was Board's Exhibit No. 116 received in evidence?

Trial Examiner MYERS. Yes, sir.

Mr. ROSELL. It was received?

Trial Examiner MYERS. Yes, sir.

Mr. ROSELL. Thank you.

2308 By Mr. CHAMPION:

Q. Your name is Earl Lowman?

A. Yes, sir.

Q. And you are the Earl Lowman who has heretofore testified as a witness for the Board in this case?

A. Yes, sir.

Q. Mr. Lowman, in your direct examination you were interrogated by Mr. Rosell concerning a meeting at which you were present, a meeting of the general committee at the steel plant meeting place, I believe, in the spring of 1937, the general committee of the KEA.

You were asked this question:

"At the time you dissolved was there any discussion about setting up an independent organization?"

"A. I don't recall—at the time it dissolved?"

"Q. Yes."

"A. That is right, yes, there was some discussion."

Now, Mr. Lowman, I will ask you if you were present at that meeting?

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A. Yes, sir.

Q. Will you state what discussion there was, if anything, at that meeting, further than is disclosed by this question and answer?

A. There was some discussion about other organizations, about another organization, about dissolving.

Q. And was there any action taken at that meeting in reference to dissolving the KEA?

2309

A. Yes, sir, we stopped right there; we quit.

Q. Was there a motion put to that effect?

A. Yes, sir.

Q. And was it carried?

A. Yes, sir.

Q. Were there any committees appointed at that meeting in reference to a new organization of any kind?

A. No, sir.

Q. Was there any name selected for a new organization at that meeting?

A. No, sir.

Q. You were secretary-treasurer—the secretary-treasurer of the Independent Steelworkers Alliance?

A. Yes, sir.

Q. And you have been since its formation, is that right?

A. Yes, sir.

Q. Have you been elected each year at the annual election to such position, Mr. Lowman?

A. Yes, sir.

Q. Do you now hold that position?

A. Yes, sir.

Q. What is your present salary as secretary-treasurer of the Alliance?

A. $45 per month.

2310

By Trial Examiner MYERS:

Q. Payable weekly?

A. Semimonthly.

By Mr. CHAMPION:

Q. Semimonthly?

A. The 1st and 15th.

By Mr. MCGRATH:

Q. He said weekly.

Mr. BAER. No, he said semimonthly.

By Mr. CHAMPION:

Q. Mr. Lowman, as secretary-treasurer of the Independent Steelworkers Alliance is it within your duties to issue checks?

A. Yes, sir.

Q. And the checks and the stubs for the checks at the request of Mr. Rosell, attorney for the Board, have been submitted to Mr. Rosell heretofore and have been returned by Mr. Rosell to your organization, isn't that true?

A. Yes, sir.

Q. I will ask you to look at this check—strike that out.

Mr. CHAMPION. Mr. Reporter, I will ask you to mark this document as Intervener's Exhibit No. 12 for identification.

(Thereupon the document above referred to was marked "Intervener's Exhibit No. 12" for identification.)

By Mr. CHAMPION:

Q. Mr. Lowman, I will show you the document which has been marked as Intervener's Exhibit No. 12 for identification and I will ask you to look at the instrument and state if your signature appears on that instrument.

A. Yes, sir.

2311 Q. Is that a check of the Independent Steelworkers Alliance?

A. Yes, sir.

Q. Signed "Earl Lowman"?

A. Yes, sir.

By Trial Examiner MYERS:

Q. What is the date of that check?

A. May 5, 1937.

Q. Payable to—just read into the record what it is. Payable to whom?

A. Payable to the Keystone Steel & Wire Company, $169.96, for office furniture and fixtures.

Q. And it is endorsed by whom?

A. Endorsed by the Independent Steelworkers Alliance, Earl Lowman.

Q. No, not endorsed—how is it endorsed?

A. It says here, "For deposit only at First National Bank, Peoria, Illinois, Keystone Steel & Wire Company,

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Henry D. Sommer, paid May 8, 1937, First National Bank, H. L. Harsch, cashier."

Mr. CHAMPION. Mr. Examiner, I am going to try to keep this record as well as I can here.

By Mr. CHAMPION:

Q. And is your testimony as to the payee in the check and the amount of it, does it correspond with the stub of the checkbook?

A. Yes, sir.

2312 Q. Did that check represent payment to the Keystone for office equipment purchased by the Alliance?

A. Yes, sir.

Mr. CHAMPION. Intervener offers in evidence, Mr. Examiner, Intervener's Exhibit No. 12, so marked for identification.

Trial Examiner MYERS. Is there any objection?

Mr. BARR. No, we have no objection.

Mr. ROSELL. No objection, Mr. Examiner.

Trial Examiner MYERS. There being no objection, the paper is received in evidence and I will ask the reporter to please mark it as Intervener's Exhibit No. 12 and counsel may substitute a copy or photostat copy in lieu of the original thereof.

(The document heretofore marked "Intervener's Exhibit No. 12" for identification was received in evidence.)

Mr. CHAMPION. As a matter of fact, Mr. Examiner, it is a small item, but if they would waive copies I would be perfectly willing that the original exhibit remain in the record.

Trial Examiner MYERS. Very well. The intervener does not have to supply a duplicate.

Mr. CHAMPION. Thank you.

Will you please mark this as Intervener's Exhibit No. 13?

2313 (Thereupon the document above referred to was marked "Intervener's Exhibit No. 13" for identification.)

By Mr. CHAMPION:

Q. Mr. Lowman, I now show you the instrument which has been marked for identification as Intervener's Exhibit

No. 13 and I will ask you to state if your name appears, your signature appears on that document.

A. Yes.

Q. What is that?

A. It is a check to the Keystone Steel & Wire Company for $15.

Q. Dated when?

A. Dated May 5, 1937.

Q. Signed by you, signed by the Independent Steelworkers Alliance by you?

A. Yes, sir.

Q. And it was for what?

A. Office rent.

Q. And that was office rent for what period of time?

A. Office rent from April 15th to June 1, 1937.

Q. In other words, that would be a month and a half's rent?

A. Yes, sir.

Q. That would be on the basis of $10 a month?

A. Yes, sir.

Mr. CHAMPION. Intervener offers in evidence Intervener's Exhibit No. 13 for identification.

2314 Trial Examiner MYERS. Do you have any objection?

Mr. BAER. No objection.

Mr. ROSELL. No objection, Mr. Examiner.

Trial Examiner MYERS. There being no objection the paper is received in evidence and I will ask the reporter to please mark it as Intervener's Exhibit No. 13.

(The document heretofore marked "Intervener's Exhibit No. 13" for identification was received in evidence.)

Trial Examiner MYERS. In view of the fact that counsel does not wish to have the original returned to him the duplicate thereof is hereby waived.

Mr. CHAMPION. Thank you, Mr. Examiner.

Will the reporter please mark this as Intervener's Exhibit No. 14 for identification?

(Thereupon the document above referred to was marked "Intervener's Exhibit No. 14" for identification.)

By Mr. CHAMPION:

Q. Mr. Lowman, I ask you to look at the instrument shown you which has been marked for identification as

BLEED THROUGH – POOR COPY

Intervener's Exhibit No. 14, and I will ask you to state whether your signature appears on that document.

A. Yes, sir.

Q. Just read into the record the date—that is a check, is it?

A. Yes, sir.

2315 Q. Dated when?

A. June 9, 1937.

Q. Payable to whom?

A. Keystone.

Q. For how much?

A. $10.64, and it is signed by Earl Lowman, secretary-treasurer.

Q. Yes. Now, I think——

Mr. CHAMPION. I think I had better offer these together. I believe they are together.

Trial Examiner MYERS. Very well.

Mr. CHAMPION. I would like to have the reporter please mark this instrument for identification as Intervener's Exhibit No. 15.

(Thereupon the document above referred to was marked "Intervener's Exhibit No. 15" for identification.)

By Mr. CHAMPION:

Q. Now, do you know what that check which has been marked Intervener's Exhibit No. 14 paid, and to refresh your recollection I hand you the instrument marked for identification as Intervener's Exhibit No. 15. I wish you would read those together and the stub of your checkbook, which you hold in your hand.

A. The stub first?

Q. Yes, you are now reading from the stub of the checkbook.

A. June 9, 1937, Keystone Steel & Wire Com-

2316 pany, Peoria, May, 1937, account, $10.64.

Q. Now I ask you to look at the instrument shown you which has been marked Intervener's Exhibit No. 15 and state if that refreshes your recollection as to the item that that check paid?

A. Yes, sir, it does.

Q. And does Intervener's Exhibit No. 14 pay the statement contained on Intervener's Exhibit No. 15?

A. Yes, sir.

Trial Examiner MYERS. Did you offer those papers in evidence?

Mr. CHAMPION. Yes, the Intervener offers in evidence the exhibits which have been marked for identification as Intervener's Exhibits Nos. 14 and 15.

Trial Examiner MYERS. Is there any objection?

Mr. BAER. No objection.

Mr. CHAMPION. I have submitted them to Mr. Rosell for his inspection.

Mr. ROSELL. No objection.

Trial Examiner MYERS. Sir?

Mr. ROSELL. No objection.

Trial Examiner MYERS. There being no objection the papers are received in evidence and I will ask the reporter to please mark them as Intervener's Exhibits Nos. 14 and 15, respectively.

2317 (The documents heretofore marked "Intervener's Exhibits Nos. 14 and 15" for identification were received in evidence.)

Trial Examiner MYERS: Now, Mr. Champion, do you want those papers returned to you?

Mr. CHAMPION. No, sir.

Trial Examiner MYERS. In view of the fact that Intervener's counsel does not care to have the papers returned to him, duplicates thereof are hereby waived.

Mr. CHAMPION. Mr. Examiner, if I might have the checks that you have there, then I am through.

Trial Examiner MYERS. Surely (handing documents to counsel).

By Mr. CHAMPION:

Q. Mr. Lowman, I ask you to look at Intervener's Exhibits Nos. 12, 13 and 14, which you have identified as checks, and state whether or not those checks bear the endorsement of the payee and the stamp showing payment thereof.

A. Yes, they do.

Q. You had better look at them now to make sure.

A. I have looked at them.

Mr. CHAMPION. That is all, Mr. Examiner, and I might say that that concludes the Intervener's case except as to one witness, Forbes.

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Trial Examiner MYERS. Do you have any ques-
2318 tions, Mr. Rosell?

Mr. ROSELL. Yes, Mr. Examiner.

Cross examination by Mr. ROSELL:

Q. Mr. Lowman, this meeting that you testified to in the spring of 1937, held in the steel plant, was that a meeting of the KEA general committee?

A. Yes, sir.

Q. When was that meeting held?

A. It was, I think, in the early part of April, as I recall it.

Q. At this meeting, Mr. Lowman, what was said if anything about the treasury of the KEA?

A. Nothing.

Q. Was there anything said at this meeting about the KEA books and records?

A. Not as I recall.

Mr. ROSELL. No further questions, Mr. Examiner.

Trial Examiner MYERS: Do you have any further questions, Mr. Baer?

Mr. BAER. Yes.

By Mr. BAER:

Q. Mr. Lowman, you just said that the three checks, being Intervener's Exhibits 12, 13 and 14, were paid. Were they paid by the Allianee?

A. Yes, sir.

Q. And the amounts of those checks were deducted
2319 from the Alliance Bank account, isn't that true?

A. Yes, sir.

Mr. BAER. That is all.

Trial Examiner MYERS. Do you have any questions, Mr. Champion?

Mr. CHAMPION. No, sir.

Trial Examiner MYERS: Do you have any questions, Mr. Rosell?

Mr. ROSELL. No, sir.

Trial Examiner MYERS. You are excused, Mr. Lowman.

2379 DANIEL P. SOMMER was recalled as a witness by
2380 and on behalf of the Respondent, having been previously duly sworn, resumed the stand and testified further as follows:

DIRECT EXAMINATION

Trial Examiner MYERS. You were sworn before. You do not have to be sworn again. You may proceed, Mr. Baer.

By Mr. BAER:

Q. Are you the same Dan Sommer who previously testified in this case?

A. I am.

Q. Mr. Sommer, according to the official record of the proceedings, you previously testified on June 2nd with reference to calling in a committee of the KEA advising them that the company would no longer recognize them, or whatever the record shows you said, and you also testified with reference to certain payments that were made by the company to the KEA, and following some of that testimony this question was asked, and according to the record, you made this answer:

The question is: "After you notified them of the attitude of the company as heretofore testified, did any of these payments or subsidies, if you call them that, continue?"

That is the end of the question, and I want to state for your information, "after you notified them" the "them" refers to the KEA, which was mentioned in the preceding question.

Your answer was, according to this record, "Yes,
2381 sir." Now, is that a correct answer?

A. No, I do not think it is.

Q. What should the answer be?

A. The answer to that question should have been, "No, sir." I think my testimony later on clears that up.

Mr. BAER: That is correct. I just wanted to get that correct.

Trial Examiner MYERS. May I look at that record, please?

(Document handed to the Trial Examiner.)

Is that the second day the witness was on the stand?

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Mr. BAER. The second day.

Trial Examiner MYERS. Have you got the previous day? All right, go ahead. I remember that. That is when Mr. McGrath asked him on redirect, isn't it?

Mr. MCGRATH. Yes, and then I went further with him and he explained about it.

Mr. BAER. It is still direct.

By Mr. BAER:

Q. Mr. Sommer——

Trial Examiner MYERS. What page is that that you read that from?

Mr. BAER. Page 1348.

Trial Examiner MYERS. Are you going to quote again from another page?

Mr. BAER. I now wish to call your attention, Mr. Sommer, to page 1340 of the official record of the proceedings in this case, concerning your previous testimony, and at that time this question was asked you: "Do you know whether or not the KEA was ever dissolved?"

2382

"A. I assume it was; I have not heard any more of it."

"Q. Did anybody ever notify you that it was?

"A. Not that I recall."

I will ask you, Mr. Sommer, if you heard Mr. Bruce Hogue in this proceeding.

A. Yes, sir.

Q. In his testimony he testified that shortly after you called in the KEA committee to your office to tell them that the company would no longer recognize the KEA, that he came to your office and handed you a key to the old KEA office.

I will ask you if his testimony refreshed your recollection in any way pertaining to that discussion which Mr. Hogue had with you?

A. Yes, it did.

Q. Did Mr. Hogue give you the key?

A. Yes.

Q. Did he tell you that the KEA had been dissolved?

A. He did.

Q. Was the testimony that Mr. Hogue gave in that regard as to what took place in the conversation, true?

A. To the best of my recollection it is, yes, sir.

2383 Mr. BARR. That is all.

Trial Examiner MYERS. Cross examination, Mr. Rosell?

Mr. ROSELL. Yes, Mr. Examiner.

Cross examination by Mr. ROSELL:

Q. Mr. Sommer, when did this conversation take place that you were just testifying to?

A. Do you mean when he returned the key?

Q. Yes, sir.

A. I could not fix the date exactly. It was just a few days after I had had the last meeting with the KEA committee.

By Trial Examiner MYERS:

Q. When did you have that meeting?

A. To my recollection, that was the latter part of March of 1937.

Q. And he gave you the key a couple of days after that?

A. Oh, I would say within two or three days, something like that.

Q. When did you give him the key back?

A. I do not recall that I ever gave him the key back.

Q. Who made the arrangements for the leasing of the office to the Alliance?

A. I assume it was done through the comptroller's office, and I imagine that I turned the key over to him as soon as Mr. Hogue over to me.

Q. Over to whom?

2384 A. That would have been Mr. Hinnen, probably.

Q. Did you give Mr. Hogue a receipt for the key?

A. No.

Q. Did you tell Mr. Hogue to take the papers out of that office?

A. I do not recall that the papers were mentioned at all.

Q. What was said when he came in and gave you the key?

A. Well, as near as I can remember, he simply stated this was the key to the old KEA office and he was turning it over to me and that the KEA was dissolved.

BLEED THROUGH – POOR COPY

Q. All right. Now, after your memory had been refreshed about this conversation which took place a couple of days after you notified the KEA committee that the company would not recognize the KEA as the bargaining agent any longer, will you tell us now what you remember of the conversation that took place at the conference that you had with the committee of the KEA, wherein you told the KEA that the company would not recognize it as the bargaining agent any longer?

A. Well, I do not know as I can add much to that, to my brief testimony on that. The meeting was very short. I recall telling him that the company had no interest in what they might do from there on out.

Q. Were you present when Mr. Earl Lowman testified in this case, not his testimony of yesterday, I mean, the first time?

2385 A. I was not present when all of that testimony was given.

Q. Were you present when he testified about his version of what took place at that meeting, where you told the KEA committee that the company would no longer recognize the KEA as the bargaining agent?

A. I do not recall.

Q. Do you recall Mr. Lowman testifying that you told him and the other members of the committee the reason why the company would not recognize the KEA?

A. Well, I think I gave them some reason, I think I told him that it was under advice from our counsel.

Q. Don't you remember he testified that you told him that the KEA was outlawed?

Mr. Baer. Mr. Examiner——

By Trial Examiner Myers:

Q. Or if you do remember it——

Mr. Baer. The fact that Mr. Lowman gave any kind of testimony in this record would not necessarily be what the fact is.

Trial Examiner Myers. I was going to ask him that.

The Witness. I do not recall using the word "outlawed", no.

By Trial Examiner Myers:

Q. Were you present when he testified about that?

A. If I was, I do not recall the conversation.

Q. And you say you do not remember using the
2386 word "outlawed"?

A. No, sir, I do not.

Q. What words did you use?

A. Well, I cannot recall the exact words. I simply meant to convey the meaning to them that under advice from our counsel we felt that we could no longer do business with the KEA, but as to the exact words that I used, I would not remember them.

Q. Well, now, you had a conversation, you say, with Mr. Baer regarding the KEA and the legality of the KEA?

A. Yes, we probably had a number of conversations on that subject.

Q. Well, I am talking about the one that you referred to when you talked to the committee from the KEA——

Mr. Baer. Mr. Examiner——

By Trial Examiner Myers:

Q. (Continuing) —and told the KEA that the company would not recognize it any longer?

A. I cannot recall any particular one, conversation. I know that it was discussed a number of times with Mr. Baer.

Q. You do not remember when the conversation that you refer to, when you told the KEA that on advice of counsel that the company would no longer represent the KEA?

A. The company would no longer represent the KEA?

Q. I mean, recognize the KEA.

A. No, I think that was just an accumulation of
2387 the conversation, Mr. Examiner. I do not recall of anyone.

Q. What was the final decision?

A. We simply notified them that we were no longer going to recognize them.

Q. When was that decision made?

A. Oh, I would say that was made early in March of 1937.

Q. Why do you place it in March? What fixed that in your mind?

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A. Well, at the moment the statement in the company's annual balance sheet fixes it in my mind.

Q. Is that the only thing that you can refer to at this time that fixes that month in your mind?

A. In my mind, yes, that is the only one.

Q. Does the company belong to any employers' association?

A. We are members of a number of associations. Which particular type do you refer to?

Q. Say, the steel industry.

A. Yes, we are members of the Iron & Steel Institute.

Q. Any others?

A. National Manufacturers Association.

Q. Any others?

A. And the Illinois Manufacturers Association.

Q. Any others?

A. And the local Peoria Manufacturers Association.

Q. Any others?

2388 A. Those are the only manufacturers or only employers' associations.

We are also members of the National Chamber of Commerce, and the Illinois Chamber of Commerce, and a few others of that character.

Q. Was the company a member of those organizations in 1935?

A. Yes.

Q. Have they been members of those organizations since 1935?

A. Yes, sir, I think all of them.

Q. Now, those organizations, from time to time put out pamphlets regarding labor relations; is that right?

A. Well, they don't all. Some of them do. I do not think the Institute had a pamphlet.

Q. Well, the National Association of Manufacturers does, does it not?

A. I think they touch on labor relations in some of their publications, yes, sir.

Q. And the Chamber of Commerce does?

A. They do not have a leaflet that just touches on that.

Q. But from time to time you get pamphlets or other literature regarding labor relations?

A. Yes, sir.

Mr. BAER. Mr. Examiner, I want to make this
2389 statement for the record. And I will go on the witness stand later on to support it.

The fact is that ever since I became general counsel of this company, I opposed any recognition of the KEA, and I remember repeatedly telling the management that they should not recognize it then, and I fought the management in the recognition of the KEA, and subsequently it developed that the present Wagner Act was up for argument in the Supreme Court and it was at that time and with the advice that I had and what looked to me that finally my judgment was going to be vindicated, and I put all the pressure I could on this management to get rid of the KEA, and that was what was done.

Trial Examiner MYERS. Do you concede at this time, Mr. Baer, that the KEA existed in violation of the Act after the effective date of the Act?

Mr. BAER. To the extent that payments were made to members for attending meetings and to the extent of giving the KEA the use of that office, I think that was a technical wrong.

As a matter of fact, however, I would never concede, and the fact is that the KEA was never actually company-dominated.

Trial Examiner MYERS. But do you concede that the KEA existed in violation of the Act after the effec-
2390 tive date of the Act?

Mr. BAER. Yes, sir, and that is why I continually opposed it.

Trial Examiner MYERS. You make that concession now?

Mr. BAER. I make that concession now, and I would never try to support it because it is right in line with what I have done from the beginning.

Trial Examiner MYERS. All right.

Do you have any questions, Mr. Rosell?

By Mr. ROSELL:

Q. Mr. Sommer, what part of March did your conversation with Mr. Hogue take place at which you advised him that you would no longer recognize them?

A. I could not fix the date. I would say it was in the latter part, the latter half of March.

Q. Do you know if it was in April?

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A. I am quite positive that it was not.
Q. Did you ever advise anyone that it was in April?
A. Not that I recall.
Q. Did you ever advise the Board that it was in April?
A. Not that I recall.
Trial Examiner MYERS. Do you mean the National Labor Relations Board?
Mr. ROSELL. Yes, the National Labor Relations Board.
The WITNESS. I do not recall that I did.
Mr. ROSELL. I will ask the reporter to mark this
2391 document as Board's Exhibit No. 117, for identification.
(Thereupon the document above referred to was marked "Board's Exhibit No. 117," for identification.)
By Mr. ROSELL:
Q. I hand you this document which has been marked as Board's Exhibit No. 117 for identification, and I will ask you whether you have ever seen that letter before.
A. Yes, sir, I think I have.
Q. Does that bear your signature?
A. It does.
Mr. BAER. May I see it, please?
Mr. ROSELL. Certainly. (Handing document to counsel.)
By Mr. ROSELL:
Q. Will you examine this, please? (Handing document to witness.)
A. Yes, sir.
Q. Is that the letter you sent the National Labor Relations Board, Mr. Sommer?
A. Yes, sir, I believe it is.
Q. On or about May 20, 1939, on the date it bears?
A. Yes, sir.
Mr. ROSELL. Mr. Examiner, I offer this document in evidence as Board's Exhibit No. 117.
Trial Examiner MYERS. Is there any objection?
Mr. BAER. No objection from respondent.
Mr. CHAMPION. May I finish it, please, Mr. Examiner?
2392 Trial Examiner MYERS. Oh, certainly.
Mr. CHAMPION. I have a copy of it here. No objection, Mr. Examiner.

Trial Examiner MYERS. There being no objection, the paper is received in evidence and I will ask the reporter to please mark it as Board's Exhibit No. 117.

(The document heretofore marked "Board's Exhibit 117" for identification was received in evidence.)

By Mr. ROSELL:

Q. Now, you did advise the Board, did you not, through Board's Exhibit No. 117, that the KEA was dissolved in April of 1937?

A. Well, may I see that wording again?

Q. Yes. I will show it to you. I am sorry, sir. (Handing document to witness.)

A. I do not fix any date for the meeting that I held with Mr. Hogue in this letter. The exact date on which the KEA was dissolved was never known to me. I have no record of that.

Q. I am merely asking you whether you advised the Board.

Mr. MCGRATH. I will submit that the letter speaks for itself.

Trial Examiner MYERS. I will sustain the objection.

Mr. ROSELL. No further questions.

Trial Examiner MYERS. Mr. Champion, do you have any questions?

Mr. CHAMPION. No, sir.

2393 Trial Examiner MYERS. Mr. Baer?

Mr. BAER. Yes, sir, one.

By Mr. BAER:

Q. Mr. Sommer, is it not a fact that after the key was turned back to you for the KEA office in 1937, that you asked to have the records removed and that they were and were taken out and somebody testified at this trial that they burned them; is that correct?

Mr. ROSELL. I will object to that, Mr. Examiner.

Trial Examiner MYERS. The objection is sustained.

Mr. BAER. Mr. Examiner, we submit that it is important.

Trial Examiner MYERS. Of course it is important. That is why I am sustaining the objection to such a leading and suggestive question.

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By Mr. Baer:

Q. Were the records of the KEA removed from the KEA office after the key was turned back to you?

A. Yes, sir.

Q. Were they removed before or after the key was turned back?

A. I think it was after.

Q. How long after?

A. Very shortly after.

Q. You are not certain whether it was before or after, are you?

Mr. Rosell. I object, Mr. Examiner.

2394 By Mr. Baer:

Q. Are you certain whether it was before or after?

A. No.

Mr. Baer. That is all.

Oh, just a minute.

By Mr. Baer:

Q. Do you know what became of the record?

A. No, from my own knowledge, no.

Mr. Baer. That is all.

Trial Examiner Myers. I have a question or two.

By Trial Examiner Myers:

Q. Mr. Sommer, how were you notified that the KEA was dissolved?

A. Well, the only word I had was from Mr. Hogue there, as I recall it now, when he delivered the key to me.

Q. Was he alone at that time?

A. I think he was, yes, sir.

Q. Were you alone at your office when he came in?

A. Yes, sir.

Q. And it was just a conversation between the two of you?

A. Just a personal conversation. There was not any meeting of any kind, that is, no group meeting.

Q. And tell us just what he said, will you?

A. Well, he brought the key in, and as I remember it, he laid it down on the desk and said, "This is the key to our old office, and the KEA has been dissolved," or

words to that effect. I remember it was a very
2395 short conversation. He went on about his business and I went on about mine.

2403 EDGAR PARTLOW was recalled as a witness by and on behalf of the National Labor Relations Board in rebuttal, having been previously duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. You were sworn before, Mr. Partlow?

A. Yes, sir.

Q. Then it is not necessary to swear you again, but you must realize you are under oath.

A. Yes, sir.

By Mr. ROSELL:

2404 Q. Mr. Partlow, you are the same Edgar Partlow that previously testified here?

A. Yes, sir.

Q. Mr. Partlow, did you have a conversation in the latter part of February, 1944, with Mr. John Moritz?

A. Yes, sir.

Mr. BARR. What date?

Mr. ROSELL. The latter part of February, 1944.

By Mr. ROSELL:

Q. And where did you speak to Mr. Moritz?

Mr. MCGRATH. Your Honor, I object to that unless that is a conversation that Mr. Moritz has testified to, because as I understand it this witness is called in rebuttal and we have not Mr. Moritz here. As I understand it he is called in rebuttal, and if this is some entirely new conversation that he had not brought out in chief, in his examination in chief, we want to object to it.

Trial Examiner MYERS. Mr. McGrath, this is a fact finding body and I do not know whether Mr. Moritz testified to this conversation or not, but if he did not, and if this is new testimony, I will give you an opportunity to rebut it at any time before the close of the hearing.

This being a fact finding body I would like to have all the facts in the record.

Mr. ROSELL. Was there an unanswered question?

BLEED THROUGH – POOR COPY

(Record read.)

The WITNESS. Down at the Keystone in front of the gate office.

By Mr. ROSELL:

Q. Will you tell the Examiner, Mr. Partlow, how you met him there?

A. Well, I was working at Ceco at the time, and I went over and seen Mr. Speight and asked Mr. Speight if I could not get a job at Keystone. He said, "Well, you will have to see Mr. Moritz." He said, "I will get an appointment with him for you and I will let you know.

I went back to work at Ceco, and I think it was a couple of days later that Mr. Moritz called up my house and my wife answered the phone and she said that Mr. Moritz said I had an appointment with him at 5 o'clock that day. I forget which day it was, it was either a Wednesday or a Friday, and she called me up at the plant where I was working and told me that I had a meeting with Mr. Moritz at 5 o'clock.

So I went in and told the superintendent at Ceco that I would like to get off early and go over and see Mr. Moritz. I told him that I had an appointment at 5 o'clock and he said, "All right, I will let you off this time."

I went home and changed clothes and went down to see Mr. Moritz. I went down to see him and the gate man in charge of the gate office saw me coming in and he picked up the phone and called up Mr. Moritz. Then he motioned for me to come over to the 'phone. I went over and picked up the receiver and said, "Hello,
2406 Mr. Moritz." He said, "What do you want to see me about?" I said, "I would like to see you about getting a job."

He said, "Do you want to come in or do you want me to come out?" I said, "I will leave it up to you." He says, "Well, I will leave it up to you. I do not want you to feel like I don't want to meet you." I said, "I will meet you up at the office," and he said, "Wait a minute, you have to walk through here, through the plant to get to my office," he said, "My office is in the middle of the plant, and these fellows are liable to see you walking in. Maybe you would not like that."

I said, "It doesn't make any difference to me." He

said, "I can come out to the gate office and meet you in my car." I said, "If that is the way you want it, all right." He said, "I will be out there in about a few minutes."

He came out to the gate office and motioned to me to come over to his car.

Q. Did you go into his car with him?

A. Yes, sir.

Q. Did you speak to Mr. Moritz there at that time?

A. Yes, sir.

Q. Was there anybody else in the car besides you and Mr. Moritz?

A. No, sir.

Q. And what did you say to Mr. Moritz and
2407 what did he say to you?

A. Well, I asked him how about getting a job at Keystone and he said well, that he did not know, he said that he would have to see the Sommers, to see one of the Sommers. He said right now they was not in, that they was gone some place on business. I think he said, "I will have to see them and then let you know." He says, "I hear you left the state." I said, "Yes, I left and went up to Minnesota and worked a while and come back."

He said, "Did you see any of the boys," and I says, no, except I seen two of them, Jack White and John Huber." He said, "Yes, I understand they work over there with you," and I said, "That is right."

He says, "How about the C. I. O.? How are you getting along with them?" I said, "Well, we don't talk C. I. O. over there." I said, "That is A. F. of L. over there. We do not talk about the C. I. O." I said, "Well," I said, "being as I left and come back I have not got in touch with those boys except those two." I said, "I have not attended any C. I. O. meetings." I said, "I have not attended them for quite a while." He said, "We were talking just the other day up in the office, the Sommers and us, and they wanted to know what become of you fellows." He said, well, Mr. Moritz told them, "They just scattered around, I guess." He said,

"I just heard here last week that case you got
2408 up to the National Labor Relations Board." He said, "That case never will come to a head?" I

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said, "Well, it looks that way." Then I asked him about my job again. He did not say nothing. He said, "Well, I will just have to see and let you know."

I said, "Well, that sounds like I am black-balled at Keystone." He said, "Oh, no, nothing like that."

So then he just switched the subject again and started talking about fishing.

That is about all there was to that.

Q. And after that was there anything further discussed other than you have told me about or just stated, rather?

A. No, that is about all; that is all I recall.

Q. Now, did you get in touch with Mr. Moritz after that?

A. No, sir.

Q. Did your wife?

A. I believe my wife called up Mr. Moritz while I was working at Ceco and asked Mr. Moritz if he had a job for me. I believe that is what she said, she told me that Mr. Moritz didn't have anything then, that he would let me know in a couple of days, and then two or three days later I got a letter from him.

By Trial Examiner Myers:

Q. How long was that conversation that you had with Mr. Moritz in his automobile near the gate house before you received the letter from Mr. Moritz?

A. That was about two weeks, I imagine.

2409 Mr. McGrath. Is that letter in evidence?

Mr. Rosell. I beg your pardon?

Mr. McGrath. Is that letter in evidence?

Mr. Rosell. Yes, sir. I am just going to show him the letter.

May I have Board's Exhibit No. 100, please, Mr. Reporter?

(Document handed to counsel.)

By Mr. Rosell:

Q. Mr. Partlow, I show you Board's Exhibit No. 100 and I will ask you whether that is the letter that you just spoke of receiving from Mr. Moritz?

A. Yes, sir.

2414 By Mr. Rosell:

Q. Now, Mr. Partlow, while you were working

at Keystone you worked in the fabric department, is that correct?

A. Yes, sir.

Q. Did they have a bulletin board in the fabric department?

A. Yes, sir.

Q. Have you ever seen any notices on those bulletin boards posted by the ISWA?

A. Yes, sir.

2415 Q. When was the first time you recall seeing Alliance bulletins on the bulletin board?

A. Well, it was around 1937.

Q. And after that, did you see them at any time after that on the bulletin board in the fabric department?

A. Yes, sir.

Q. Did you see any prior to the time you left the employ of the company in '43, 1943?

A. Not in the fabric, I didn't.

Q. Well, you were working in high carbon at the time?

A. Yes, sir.

Q. Did you see any in the high carbon department?

A. Yes, sir.

Q. Between 1937 and 1943, did you ever see any Alliance bulletins on the bulletin board in the fabric department?

A. Yes, sir.

Q. Have you ever worked in the hot house?

A. Yes, sir.

Q. And is there a bulletin board there?

A. Well, they have got some kind of a board outside just as you go into the hot house, I believe that is a bulletin board there.

Q. Have you ever seen any notices of the Alliance on that bulletin board?

A. I believe I seen one there. I wouldn't say for

2416 sure about that place. I don't recall that.

Q. Have you ever worked in the nail department?

A. Yes, sir.

Q. Have they a bulletin board in that department?

A. Yes, sir.

Q. Have you ever seen the Alliance notices on that bulletin board in the nail department?

A. Yes, sir.

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Mr. Rosell. You may cross examine.

Trial Examiner Myers. Do you have any questions, Mr. Baer?

Mr. Baer. Yes, sir.

Cross examination by Mr. Baer:

Q. Mr. Partlow, what was on the first notice, what did the first notice say that you saw on the bulletin board in the fabric department that you say was an Alliance notice?

A. As far as I recall it was about a meeting down at the Hall, an Alliance meeting.

Q. You are not sure of that, are you?

A. I am pretty sure. I believe that is what it was, yes.

Q. Well, are you pretty sure, really sure, or——

A. I am sure.

Q. What did it say?

A. That there would be a meeting held at the
2417 Alliance Hall, and I believe it said 7:30 that night.

Q. And what did all the other notices of the Alliance that you say were on the compnay bulletin boards say?

A. I seen some telling about the election they were going to have, with the election returns, and I seen one in the fabric department about a raise they were trying to get, negotiating a raise.

Q. You did not remember about seeing Alliance notices on the bulletin board when you testified here the last time you were here?

2418 By Mr. Baer:

Q. How long were those notices on the bulletin board?

A. Some of them was on there for a week or two.

Q. And how much notice was given in these notices of Alliance meetings that the meeting was going to be held?

A. Oh, all the way from two to three days.

Q. Two to three days notice?

A. Yes.

Q. And notwithstanding the fact there was a two or three days notice given in these notices that were posted, these notices stayed on the bulletin board for a week or two?

Mr. Rosell. Mr. Examiner, I submit that is not what the witness said.

Trial Examiner Myers. The objection is overruled.

By Mr. Barr:

Q. After the meeting was over the notice still remained on the bulletin board?

A. That is right.

Q. And sometimes it would last for a week or two after the meeting was over?

A. I wouldn't say that.

Q. How long would you say?

A. I am talking about these others.

Q. What others?

2419 A. The one about the raise they were trying to get, that was posted up there, I would say, for three weeks.

Q. What did that notice say?

A. It said that they were going to negotiate for a raise and it——

Q. What did it say?

A. They were trying to negotiate for a raise for the people down there.

By Mr. McGrath:

Q. Who?

A. The Alliance.

By Mr. Barr:

Q. Did it say they had negotiated a raise?

A. I believe it said they were trying to.

2420 Q. Do you remember whether or not this notice stated that a wage increase had been agreed upon or did it say that the Alliance was trying to get a wage increase?

A. I believe it said that they were trying to get a 5 per cent.

Q. And to your best recollection then the notice said that the Alliance was trying to get a 5 per cent rate of pay increase, is that right?

A. Yes.

Q. Now, when was that notice posted?

A. I believe that was in 1940.

Q. In 1940?

A. I believe so.

Q. What part of 1940?

A. That was in the summertime, I believe.

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2422 By Mr. BAER:

Q. The only time the Alliance ever posted a notice on the company bulletin board, to your best knowledge, was when the Alliance was reporting the result of negotiations with the management that pertained to all of the employees of that plant, isn't that true?

A. No.

Q. Isn't it true, Mr. Partlow, in the years that you have worked at that plant that you saw at various times notices posted on bulletin boards within that plant stating the results of negotiations between the management and the Alliance?

Mr. ROSELL. I object, Mr. Examiner. I submit that has been answered.

Trial Examiner MYERS. The objection is overruled.

The WITNESS. No, I did not.

Mr. BAER. I just want to give him a chance to say he only saw the one.

2423 Mr. ROSELL. I certainly object to that remark, Mr. Examiner.

Mr. BAER. It is clear now. I repeated it several times so that the witness would be sure to understand it.

Trial Examiner MYERS. The objection is overruled. All right. Go ahead and ask your next question, Mr. Baer.

By Mr. BAER:

Q. Now, what other notices did you see that were Alliance notices on the company bulletin board besides this first one that you have testified about and the one that talked about the wage increase?

A. About they were going to have their election and then their returns, that is every year.

Q. Where was that posted?

A. On the bulletin board.

Q. On what bulletin board?

A. Fabric department.

Q. On the Alliance bulletin board?

A. The fabric department bulletin board.

2424 Q. When was this notice you said that showed the results of the elections posted there?

A. They have one there every year after the election is over with when they post up the returns.

Q. You saw it each year?

A. Yes.
Q. Who put up the notice?
A. I believe the boss did, the foreman.
Q. And did you see the boss put the notice up?
A. I have seen him put a lot of notices up there.
Q. I am talking about this one.
A. Yes, I seen him.
Q. Who did you see put it up?
A. Harlow Summers put it up.
Q. Which one and when?
A. I believe he put one up in 1941.
Q. Are you sure of it?
A. Yes.
Q. In 1941?
A. Yes.
2425 Q. What was it about?
A. About the returns, the election returns.

Trial Examiner MYERS. Will you talk up a little louder, please?

The WITNESS. Yes, it was the election returns of the Alliance.

By Mr. BARR:

Q. Is it not true that each year after the Alliance election a notice was posted on the company bulletin board of each department giving the result of the election as far as the committeemen were concerned for those various departments, isn't that true?
A. Yes.
Q. And that is all the notice contained, isn't it?
A. The returns, yes.
Q. What is the answer?
(Record read.)

By Trial Examiner MYERS:

Q. The returns of all the departments?
A. Yes, sir.
Q. What about the president and the other officers?
A. That is on there, too.

By Mr. BARR:

Q. And throughout that period—strike that.
Now, you said that Mr. Bailey did not tell you to keep away from working, is that right?
A. That is right.

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2442 AUGUST SCHOON was recalled as a witness by and on behalf of the National Labor Relations Board in rebuttal, and, having been previously duly sworn, was examined and testified further as follows:

2443 Direct examination by Mr. ROSELL:

Q. Mr. Schoon, did you have a conversation with Mr. Carr in March or April of this year?

A. Yes, sir.

Q. And where was this conversation?

A. On No. 5, galvanizing frame, or galvannealing frame on the reels, or by the reels.

2444 Q. Did you ask Mr. Carr to join the C. I. O. at that time?

A. No, sir, I did not.

Q. Did you have a conversation with him?

A. I had a conversation with him.

Q. Now, tell us about that conversation, what you said and what he said.

A. Well, to start out with we was just talking about different things, as near as I can remember, and then pretty soon he asked me, he said, "When is the C. I. O. going to hold their election down there?" I said, "Whenever you fellows get ready to sign up in the C. I. O. so that we get enough members in there, then we will have our election."

We got to talking about the I. S. W. A. I discussed the C. I. O. with him and told him some of the good points I thought the C. I. O. had and he told me some of the good points he thought the I. S. W. A. had.

Q. Did you give him a card to sign at that time?

A. No, sir.

Q. Did you ask him to join the C. I. O.?

A. No, sir.

Q. Do you know Edward Von Tobel?

A. Yes, sir.

Q. Did you have a conversation with Mr. Von Tobel in January of 1944?

A. No, sir.

2445 Q. Were you present or did you see Mr. Von Tobel talk to Mr. Yocum, the foreman?

A. Well, I believe I know what you are referring to there.

Q. Will you tell us about that incident?

Mr. McGrath. I object to that unless you fix the time and place.

By Mr. Rosell:

Q. Where was this, Mr. Schoon?

A. On frame 6 reels.

Q. And when?

A. I would not know exactly. I imagine it was about two months ago, possibly a little longer than that.

Q. The early part of this year?

A. Yes, it was the early part of this year.

Q. Now, tell us about that incident, Mr. Schoon.

A. Well, I seen Von Tobel and Clarence Karnes and Wallace Covington talking together. What they were saying I don't know. I was about forty feet from where they were, but pretty soon I seen Von Tobel get a C.I.O. card out of his pocket, one of our application cards.

Q. How did you know it was a C.I.O. card?

A. I could tell by the color of it and the size, and Wallace Covington said that is what it was after we got to talking about it. It was a C. I. O. card and he held it up in front of Yocum and waved it in front of him like that (indicating).

Q. Did you participate in that conversation?

2446 A. I did not.

Q. Did you at that time ask Mr.——

Trial Examiner Myers. Will you go ahead with the story of the incident?

Mr. Rosell. I am sorry.

The Witness. Well, that is about all, outside of after I talked to the boys afterwards, we was talking there, and they said they were discussing a letter that Clarence Karnes should have got from Bruce Hogue accusing him of joining the C. I. O. or being disloyal to the ISWA. I should have said, I should have said being disloyal to the ISWA, and therefore he would have to prefer charges if he did not get his card and tear it up in front of him.

Now, that is the sum and substance of that letter or what they told me.

Von Tobel was waving the card in front of Yocum. Yocum is a foreman in the galvanizing department.

Q. Now, at that time, Mr. Schoon, when Von Tobel and

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Covington and Karnes were standing together, did you participate in that conversation?

A. No, sir.

Mr. McGrath. I object to that as having been answered. He said he was forty feet away.

Trial Examiner Myers. The objection is overruled.

By Mr. Rosell:

Q. Did you ask Mr. Von Tobel to join the
2447 C. I. O.?

A. No, sir.

Q. Is there a bulletin board in the galvanizing department, Mr. Schoon?

A. Yes, sir.

Q. Have you ever seen any Alliance bulletins or notices on that bulletin board?

A. Yes, sir.

Q. When did you first see them?

A. Oh, I would say shortly after the Alliance was organized in 1937, they was up. It was not every month, but then some monthly meetings was posted and some of them was not.

Q. What kind of meetings?

A. The Alliance meetings of the galvanizing department.

Q. And did you see one or more of these notices?

A. I seen more of them.

Q. More than one?

A. Yes, more than one. That is, I only seen them in the galvanizing department, but it was at different times. I seen more than one, but they was at different times.

By Trial Examiner Myers:

Q. You mean from time to time you saw notices?

A. That is right; that is right.

By Mr. Rosell:

Q. Up until when have you seen such notices posted?

2448 A. Oh, until about the last two or three months, something like that, I haven't seen any.

Q. You haven't seen any what?

A. I haven't seen any in the last two or three months.

Q. Prior to that time how frequently did you see them?

A. Oh, it would possibly be every month for maybe

three or four months, and then they would maybe miss two or three months, and then they would be posted again. It was just a hit and miss affair more than anything else, I said.

By Trial Examiner MYERS:

Q. Did you ever see anybody put them up?

A. No, sir, I did not.

Mr. ROSELL. You may cross examine.

Cross examination by Mr. MCGRATH:

Q. Mr. Schoon, you are still employed at the Keystone?

A. Yes, sir, that is right.

Q. You have been quite active for the last couple of years as one of the members of the C. I. O., isn't that true?

A. Yes, I have.

Q. And you have asked various people to join the C. I. O., haven't you?

A. I have.

Q. And you have given them literature at different times?

A. Yes.

2449 Q. And that has been going on generally down there, has it not, both sides have been campaigning for about two years for memberships, isn't that true?

A. That is right.

Q. And campaigning was going on on the premises of the company?

A. Yes, sir.

Q. Now, you say that you have at various times seen bulletins on the bulletin board?

A. That is right.

Q. Could you tell me when the first bulletin you saw, and what its nature was?

A. I could not tell you when the first bulletin I saw was put up. I could not tell you that. It has been so long ago I do not remember. I would not even want to make any statement on that.

2451 By Mr. MCGRATH:

Q. C. I. O. literature was posted up there at times, too, wasn't there?

2452 A. I never noticed C. I. O. literature.

Q. Didn't the boys stick up C. I. O. literature on those bulletin boards?

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A. They did, but they were never up there long enough that anybody could tell there was anything on it.

Q. There were more Alliance men there than C. I. O. boys to tear them down, isn't that true?

A. Oh, I wouldn't say that.

Q. Well, both sides tried to stick stuff up on the bulletin board, didn't they? Isn't that the truth, Mr. Schoon?

A. Well, I wouldn't exactly say that, either.

Q. Well, what do you mean, "you wouldn't exactly say that"?

A. All right, your committeeman as a general rule, I presume, would put up your meeting notices.

Q. You say, "I presume the committeeman would." You don't know who put it up, do you?

A. Not exactly, no.

Q. Now, who put up your notices, the notices for the C. I. O.?

A. I wouldn't know. I never seen anybody put them up.

By Trial Examiner MYERS:

Q. How long were the C. I. O. notices up there?

A. About ten minutes.

2454 Redirect examination by Mr. ROSELL:

Q. Mr. Schoon, did you ever see any C. I. O. notices up there of a meeting?

A. No, sir.

Q. What did you refer to when Mr. McGrath asked you if you ever saw any C. I. O. notices?

A. The only thing ever seen sticking around through the plant was the C. I. O. stickers.

Q. What kind of stickers?

A. Well, I just can not recall just what was on them.

By Trial Examiner MYERS:

Q. What did it say, "Let us all go out to the ball game"?

A. No, they did not.

Q. Well, what did it say?

A. Well, it said, "Sign membership cards," and "United we stand behind Uncle Sam," and such things like that.

Trial Examiner MYERS: Do you have any other questions, Mr. Rosell?

Mr. Rossil. Just a minute.

That is all, Mr. Examiner.

2455 Trial Examiner Myers. Mr. McGrath?

Mr. McGrath. Yes, sir.

Re-cross-examination by Mr. McGrath:

By Mr. McGrath:

Q. Mr. Schoon, you say these C. I. O.—this C. I. O. stuff that was put up did not stay long. Did I understand you to say that you did not see when it was stuck up?

A. No, sir.

Q. And you did not see it when it was torn down?

A. No, sir.

Q. So you don't know how long it was there, do you?

A. Well, now, a person would have a good idea. I do not stand at the bulletin board and just see what is going on all the time. I just catch it once in a while. The bulletin board is right close to the milk box and we walk up there to get Coca-Cola and we see stickers there, and in walking back it would be gone.

Q. And sometimes it isn't gone?

A. Sometimes it isn't. I suppose an ISWA member had not gotten there yet.

2462 Wallace Covington was recalled as a witness by and on behalf of the National Labor Relations Board, in rebuttal, and having been previously duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner Myers:

Q. You were examined before, were you not, Mr. Covington?

A. Yes, sir.

Q. You are a member of the C. I. O., is that correct?

2463 A. Yes, sir.

Q. And you have signed people up in behalf of the C. I. O.?

A. Yes, sir.

Q. Did you in April of 1944, that is this year, ask Walter Carr to join the C. I. O.?

A. No, sir. I want to tell you the reason why, because I was warned to not sign up guys like him, because he would run and tell the boss or Bruce Hogue and then we would get a letter from Johnny Moritz.

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Q. Well, did you ever——

Mr. Barr. I move that that be stricken, Mr. Examiner.

Trial Examiner Myers. Strike out everything except the words, "No, sir."

By Mr. Rosell:

Q. Did you ever ask him to join the C. I. O.?

A. No, sir.

Q. Did you ask him before April 1944?

A. No, sir.

Q. Or since April 1944?

A. No, sir.

Q. Do you know August Steinborn, Mr. Covington?

A. Yes, sir.

Q. In February, 1944—I will withdraw that.

In about February of 1944 did you have a conversation with August Steinborn and Clarence Karnes?

A. Yes, I worked with Clarence Karnes during
2464 then, at that time.

Q. And where did you talk to Steinborn and Karnes?

A. Well, I talked to Steinborn up in the locker room.

Q. Is this just a conversation with Steinborn himself?

A. Yes, sir.

Q. What was the conversation with Steinborn?

A. Well, I had a leaflet, I came in from the job and I had a leaflet. I went up in the locker room to change clothes, and after I got my clothes changed I was reading the leaflet. Augie came over. He changes clothes right in the same aisle that I do, and he said, "What is the news," and after I read it I said, "Here, you can read it," so he took it and read it. So we got to talking there about the union, first one thing and another, and I asked him if he was about ready to sign up and he said, "Oh, I am thinking about it," so I just reached up in my locker and handed him a card. He said, "I have got one over here in my locker," and he said, "Whenever I think I ought to sign up, why, I will sign up."

Q. Did you ever ask Steinborn to join the C. I. O. while working on frame 3-A?

A. No.

Q. Have you worked on frame 3-A?

A. I never did.

Q. Were you present at a conversation between yourself, and Mr. Steinborn, at which the foreman Yocum
2465 was present at any part of the conversation?

A. No, that was not Steinborn. That was Karnes. I don't remember ever being in a conversation with Steinborn when Yocum was around.

Q. Were you ever in a conversation when Yocum was there when an employee named Von Tobel was present?

A. Yes.

Q. When was that?

A. That was in January or February of this year.

Q. And where was that?

A. It was on frame 6.

Q. Will you tell us what happened at that time?

A. Well, Clarence Karnes was sitting around there waiting for a load of wire, talking about a letter he got from Bruce Hogue that he was disloyal to the union and they was going to kick him out. Von Tobel came from frame 7 and went up to the office and ordered some wire and came right back by and he stopped, so Karnes must have told him about getting a letter from Hogue and he asked him what he was going to do.

Q. Who asked?

A. Von Tobel asked Karnes. He said, "I am going to wait and see what they do when they have my hearing." So we talked there a little while and Yocum came along,—Yocum was on a power truck and he said, "What are you trying to do, 'Bony' sign them guys up?"

2466 By Trial Examiner Myers:

Q. Who is Bony?

A. Von Tobel. He reached in his pocked and pulled out a C.I.O. card and said, "No, they are trying to sign me up." We had not said anything.

Q. Who is Yocum?

A. He is the foreman. After Von Tobel told him that we were trying to sign him up he went right on on the motor.

By Mr. Rosell:

Q. Had you asked Von Tobel at that point to join the C. I. O.?

A. No, sir.

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Q. Did you give him a C. I. O. card?

A. No, sir.

Q. Did Clarence Karnes in your presence ask him to join the C. I. O.?

A. No, sir, we were talking about that letter.

Q. Was Karnes writing a letter at that point?

A. No, Karnes wrote a letter later, the next day.

Q. To who?

A. He wrote a little note to leave at the gate office telling Hogue that he would not be here at the hearing that day.

Q. Was August Schoon present at that conversation?

A. No, sir.

Q. How long have you worked in the galvanizing department?

A. Ten years.

Q. Now, since the Alliance has been organized there have you ever seen any Alliance notices or bulletins?

2467

A. Yes, sir.

Q. On any bulletin board in the galvanizing department.

A. Yes, sir.

Q. When was the first time that you recall seeing any?

A. Well, I remember seeing one, oh, just a little while after the Alliance was organized, posted down on a piece of cardboard, oh, a foot square I imagine. It was printed on there telling them about when the meeting was going to be, the galvanizing meeting.

Q. And since that time have you seen other notices?

A. Yes, Alliance notices up there.

Mr. CHAMPION. I did not hear you.

The WITNESS. I say, I have seen Alliance notices there up to about six months ago, I imagine. I have not seen any lately.

By Mr. ROSELL:

Q. And between up until six months ago and the time you first saw them how often have you seen Alliance notices?

A. Oh, sometimes it would be a month or a couple of months, just whenever they had a meeting they would put up a notice.

Q. What kind of meeting?

A. A department meeting. They would put up a notice when they were going to have it.

Mr. Rosell. You may cross examine.

2468 Trial Examiner Myers. Mr. Baer, do you have any questions?

Mr. Baer. Yes, sir.

Cross examination by Mr. Baer:

Q. Mr. Covington, do you hold any official position with the C. I. O.?

A. I am recording secretary.

Q. You are the recording secretary?

A. Yes, sir.

Q. Since when have you been recording secretary?

A. Oh, about three or four months.

Q. And when did you first join the C. I. O. local at the Keystone Steel & Wire Company plant?

A. November, 1942.

Q. Have you been active in C. I. O. activities since that time?

A. Yes, sir.

Q. Do you keep application cards for membership in the C. I. O. in your locker all the time; do you not?

A. Yes, sir.

Q. And you have carried on that habit for a long time of keeping cards in your locker, isn't that true?

A. Yes, sir.

Q. For what purpose do you have these cards in your locker at the plant?

2469 A. Well, I keep them there because I contact guys in the locker room and sign them up.

Q. Yes, and you have been doing that right along?

A. Yes.

Q. And that is in the plant and on company property?

A. Yes, sir.

Q. Now, did you ask other—strike that.

Was it generally known that you were active in the C. I. O. down there among the boys in that department? Isn't that true?

Mr. Rosell. I can hardly hear you, Mr. Baer.

BLEED THROUGH – POOR COPY

By Mr. BAER:

Q. Wasn't it generally known by the other men in your department that you were active in soliciting members in the C. I. O.?

A. There has been a few after me.

Q. How many men have you talked to in the locker room where you said you signed up members? How many members have you talked to in the last two years?

A. In the locker room?

Q. Yes, about joining the C. I. O., or any place else on the premises?

Mr. ROSE. I will object to that.

Trial Examiner MYERS. I will sustain the objection.

By Mr. BAER:

Q. How many people have you solicited in the locker room?

2470 Trial Examiner MYERS. What is the purpose of this?

Mr. BAER. Well, this witness has testified that he did not talk to Carr on the premises.

Trial Examiner MYERS. What?

Mr. BAER. I want to show the witness is interested here and show that the men generally knew that he was active in C. I. O. solicitation.

Trial Examiner MYERS. I thought you were going to develop he was violating some rule or law of the company.

Mr. BAER. I am interested in showing what actually happened.

Trial Examiner MYERS. All right.

By Mr. BAER:

Q. My question is, how many men did you talk to, men in the locker room, soliciting them for memberships during the last two years?

A. That is hard to answer.

Q. Well, about.

A. Oh, I would say about 50 or 75.

Q. Were those limited to men in your department or other departments also?

A. No, in other departments.

Q. How many men would you say you solicited in your own department?

Mr. Rosell. I object to that unless he testifies to that.

2471 Trial Examiner Myers. What do you mean "in his own department?"

Mr. Baer. He just said he solicited about seventy-five men in the plant and I want to know about how many men were from his department.

Mr. Rosell. Do you mean employed in his department?

Mr. Baer. Yes, sir.

Trial Examiner Myers. The objection is overruled.

By Trial Examiner Myers:

Q. How many men did you ask belonging to your department?

A. Oh, I would say about fifteen or twenty of them.

By Mr. Baer:

Q. How many men are there in the department altogether?

A. 120.

Q. And did the men that asked you recently whether you belonged to the C. I. O., were they men from your department?

A. Yes, one of them is.

Q. Do you believe that he did not know that you were a member of the C. I. O.?

A. He came over on the frame where I was at and asked me, he said, "I just heard that you belong to the C. I. O." I said, "Yes." He said, "That is the first time I ever heard anything of that."

Q. Who said that?

A. A guy named Winter.

2472 Q. Well, he was just kidding you about it, wasn't he?

Mr. Rosell. I object, Mr. Examiner.

Trial Examiner Myers. What is this, Mr. Baer? Supposing he was not kidding. Suppose he was kidding. The objection is sustained.

Mr. Baer. Well, I submit from this testimony that it is ridiculous for this witness to try to give the impression that anyone would think he was not a member.

Trial Examiner Myers. Well, supposing he did or did not know.

BLEED THROUGH – POOR COPY

Mr. Baer. I have a right to show what this witness says does not match up with the facts.

Trial Examiner Myers. Just because you think the man was kidding does not say that he was kidding.

By Trial Examiner Myers:

Q. Was the man kidding?

A. No, he was not kidding.

Q. As far as you know?

A. That is right.

By Mr. Baer:

Q. Now, in February of this year you said you talked to Clarence Karnes and August Steinborn, and with reference to the conversation with Steinborn in your locker room, you stated that you took a leaflet with you to the locker room. What kind of a leaflet was that?

A. It was a C. I. O. leaflet they passed out at the gate office there.

2473 Q. And you carried this leaflet from your—where were you coming from when you were going into your locker room?

A. I was coming from home, on the way to work. I came in through the locker room and went into the locker.

Q. You had Mr. Steinborn read that leaflet?

A. He wanted to read it.

Q. Did other men read it also?

A. I left it lay there on the bench, or he did, when he got through reading it, he laid it down on the bench.

2482 Orval Taylor was recalled as a witness by and on behalf of the National Labor Relations Board in rebuttal, having been previously duly sworn, resumed the stand and testified further as follows:

Direct examination by Trial Examiner Myers:

2485 Q. Do you know Walter Carr, Mr. Taylor?

A. I do.

Q. In the fall of 1942, on frame 8 in the galvanizing department, did you ask Carr to join the C. I. O.?

A. Well, for many certain reasons I never would ask Walter Carr to join the C. I. O.

Mr. Champion. I object to that, Mr. Examiner.

Trial Examiner Myers. Strike out the answer and read the question to the witness, please.

(Record read.)

The Witness. I did not.

By Mr. Rosell:

Q. Have you talked to Carr about the C.I.O.?

A. I have.

Q. And has he spoken to you about the I. S. W. A.?

A. He has.

Q. Mr. Taylor, in January or February of this year, 1944, did you have a conversation pertaining to
2486 the C. I. O. with Raymond Askew?

A. I did.

Q. And where was that?

A. Well, you could either call it frame 1 or frame 2, either one, they were connected together, and we were standing out in the aisle.

Q. What was said?

A. A general discussion about the unions that had been going on for quite a while down there. Raymond asked me how we was coming along and I told him I thought we was doing pretty good and oh, we had arguments about what one union could do and what the other had been doing and things like that.

Q. Did you ask him to join?

A. I did not.

Q. Did you give him any card at that time?

A. I did not.

Q. Did you give him any literature?

A. I never did give Ray Askew any literature. He might have read some of the literature that I had on my job, but I never did give him any.

Q. Now, while you work are there periods of time when there are lapses with nothing to do?

A. That is right.

Q. Do you read occasionally?

2487 A. That is right.

Q. Is that true of all the men in the department?

A. As far as I know, that is right.

Mr. McGrath. I did not get that. Will you read it, please?

(Record read.)

Mr. McGrath. Thank you.

BLEED THROUGH – POOR COPY

By Mr. Rosell:

Q. Do you know Mr. Frank Hamilton?

A. I do.

Mr. Barr. Who?

(Record read.)

By Mr. Rosell:

Q. Do you know if he ever joined the C. I. O.?

A. He did.

Q. Did you sign him up?

A. I did.

Q. When?

A. (No answer.)

Q. About, if you can recall.

A. Well, I would say that was, oh, at least nine months ago.

Q. And will you state the circumstances and where it was?

A. I signed Mr. Hamilton up one morning when I come to work, I was a little bit late that morning, and I would say I got into the shop about five minutes until the hour. I went by the frame and Mr. Hamilton was going upstairs.

2488 He asked me how the C. I. O. was coming along and I said it was doing swell. I said, "Are you about ready to sign up," and he said, "Yes." I gave him a card and he signed it.

Q. Did he give it back to you?

A. He gave it back to me.

Q. Do you know Mr. James McCabe?

A. I do.

Q. Do you work with him?

A. I do.

Q. And do you work the same shift with him?

A. We did for quite a while, yes.

Q. Now, in February of this year did you have a conversation with Mr. McCabe pertaining to the C. I. O.?

A. I could not state if it was in February, but I have had several conversations with Mr. McCabe.

Q. You have talked to him in the plant, have you?

A. That is right.

Q. Now, you were present, were you not, when Mr. McCabe testified here?

A. I was.

Q. Do you recall him testifying to a conversation——

A. I do.

Q. (Continuing.) Pertaining to the C. I. O.?

A. That is right.

2489 Q. Now, in that conversation that he testified to, Mr. Taylor, did you ask Mr. McCabe to join the C. I. O.?

A. I did not.

Q. Do you know if Mr. McCabe has a brother working there?

A. Mr. McCabe has a brother there that is a foreman in the yard gang of the wire mill. Mr. McCabe himself has also been a foreman, acting foreman, in the galvanizing after weave.

Q. Do you know Mr. Frank Hutt, Mr. Taylor?

A. I do.

Q. And you heard him testify, Mr. Taylor?

A. I did.

Q. Did you ever give Frank Hutt any application card to sign?

A. I did not.

Q. Have you ever discussed the C. I. O. with him?

A. I will say quite a few times.

Q. Well, will you tell us when and any one occasion?

A. Well, Mr. Hutt used to relieve me on the same unit, and I remember one occasion distinctly.

Q. When was that?

A. I would say that was around in March or April.

Q. Of this year?

A. This year.

Q. Go ahead.

A. Mr. Hutt came in to relieve me on unit one

2490 and asked me about what kind of wire we was running, and things like that, general discussions like most men have who relieve each other, and just the day before or something like that we had put out a leaflet, and he read that leaflet, and at that time he brought up the discussion of the union.

Q. Who did?

A. Hutt.

Q. What did he say?

BLEED THROUGH – POOR COPY

A. After he read that leaflet he made some remark about it and said they would never get in here and they did not amount to anything, and that they were a bunch of "Reds," and being that I was president, he said that they should take guys like me out and shoot me because the company had treated me so good, and then me trying to break up the union.

Q. Have you talked to him on any other occasions?

A. Yes, I had several conversations with Mr. Hutt.

Q. And has Hutt asked you to join the Alliance?

A. No, sir.

Q. Have you asked him to join the C. I. O.?

A. I have not.

Q. How long have you been in the galvanizing department?

A. Ever since I started to work there. I first started in 1928.

Mr. Baer. What was that question and the answer, please?

(Record read.)

2491 By Mr. Rosell:

Q. Since the Alliance has been active there or organized, rather, have you ever seen any Alliance notices or bulletins in your department?

A. Yes, sir, I have seen lots of them.

Q. Where have you seen any of them?

A. I have seen bulletins posted on the bulletin board in the galvanizing, cleaning house, the high carbon, the bundling room and in the fabric.

Q. Have you personally seen notices?

A. I have.

Q. Do you work in any of those departments?

A. I worked in all these departments but the cleaning department.

Q. And when, about when, if you can state, did you ever first see any Alliance notices?

A. Well, to be truthful about it I never did see any discontinuance of it ever since the KEA started.

Mr. Champion. I did not get that answer. Will you read it, please, Mr. Reporter?

Trial Examiner Myers. Will the reporter please read the answer to Mr. Champion?

(Record read.)

Trial Examiner Myers. Will you talk up a little, Mr. Taylor, please, so that everyone can hear you.

By Mr. Rosell:

2492 Q. What kind of notices have you seen in the galvanizing department?

A. Notices of department meetings.

Q. Alliance notices?

A. And things that had been taken up with the management concerning raises and notices of special meetings in the galvanizing department. I also seen a letter posted on the board from Louis Weller one time that was posted by the Alliance Committee.

By Trial Examiner Myers:

Q. Louis who?

A. Weller.

Q. How do you spell the last name?

A. W-e-l-l-e-r.

Q. Who is he?

A. He is a galvanizing department employee.

By Mr. Rosell:

Q. Who posted it there, did you say?

A. The galvanizing department committeeman.

Q. Did you see him post it?

A. Yes, sir.

Q. Who is that?

A. John Michaelson.

Q. And where was this posted?

A. This was posted in the milk shed at that time; at the present time it is part of the testing department, but at that time it was what we called the milk shed. We would get our milk there and they also had the

2493 bulletin board in that little shed at that time.

Q. And what kind of notice were you referring to?

A. Well, Mr. Weller made some very bad remarks about President Roosevelt and it was taken up at a meeting and it was decided that Mr. Weller was to apologize on it.

By Trial Examiner Myers:

Q. To whom, President Roosevelt?

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A. To the men in the department, and it was my understanding Mr. Hogue told him about that he told Mr. Hogue that he would write a letter and the committee man could post it so all the men in the department could see it, which he did do.

Mr. ROSELL. You may cross examine.

Trial Examiner MYERS. Do you have any questions, Mr. Baer?

Mr. BAER. Yes.

CROSS EXAMINATION

2495 Q. How long have you been president of the C. I. O. local of Keystone?

A. I think I was elected president sometime in December or January. I could not say exactly.

Q. Of last year?

A. Of the last year or this year, one of the two, either December, 1943, or January, 1944.

Q. And I think you previously testified that in your opinion it was generally known throughout the plant that you were president of the C. I. O.?

A. That is true.

Trial Examiner MYERS. Mr. Baer, will you talk a little louder, please?

Mr. ROSELL. Yes, it is very hard to hear you.

Trial Examiner MYERS. And will you talk a little louder, Mr. Taylor?

The WITNESS. Yes, sir.

By Mr. BAER:

Q. In the fall of 1942 you said you talked to Walter Carr and in answer to Mr. Rosell's question as to whether or not you solicited Mr. Carr to join the C. I. O. you stated that you did not at that time. Did you ever
2496 at any other time solicit Mr. Carr?

A. No, sir.

Q. Did you ever solicit any other person to join the C. I. O.? A. Yes, sir.

Q. You have solicited many people to join the C. I. O., have you not?

A. Yes, sir.

Q. And on company property, on the company property?

A. Yes, sir.

Q. With reference to a conversation you said you had with Raymond Askew in January or February of this year, in answer to Mr. Rosell's question you stated that you did not give Mr. Askew a C. I. O. card at that time. I will ask you if you ever gave Mr. Askew a C. I. O. card?

A. I did not.

Q. Are Mr. Askew and Mr. Carr both employees in your department?

A. They are.

Q. Haven't you talked to most all of the employees in that department about the C. I. O. over the past few years?

A. I would say that we have discussed unions, that I have discussed unions with 90 per cent of the men.

Q. I did not hear you.

A. I say, I have discussed unions with 90 per cent of the men.

2497 Q. And you tried to show them what the C. I. O. would do for them, that the C. I. O. would do them more good than the Alliance, isn't that true?

A. We had general discussions of the union. They would try to show me where I was wrong, and of course I would stand up for what I thought was right.

Q. You said that: "I told him I thought we were doing pretty good"?

A. That is right.

Q. What did you mean by that?

Mr. Rosell. I will object to that.

Trial Examiner Myers. The objection is overruled.

The Witness. I thought that we were forming our organization stronger all the time.

By Mr. Baer:

Q. And you also told Frank Hamilton that the C. I. O. is "doing swell," is that right?

A. That is right.

Q. And by that, you meant, did you not, that you were signing up a lot of members, isn't that true?

A. That is right.

2498 By Mr. Baer:

Q. Now, Mr. Taylor, didn't you give Mr. McCabe C. I. O. literature to read?

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A. I did not.

Q. At any time?

A. No, sir.

Q. It is true, is it not, that in connection with soliciting the 90 per cent of the men in your department that you said you solicited, and talking to them about the C. I. O., that you also gave them literature to read?

2499 A. I did not say I gave them literature. I said I discussed with 90 per cent of the men.

Q. Well, you previously testified that you also handed out literature to employees. Now, what proportion of the men did you hand out C. I. O. literature to?

A. We would hand out literature at the gate, and the men would bring it into the department. It would be in there, maybe I would have some literature of my own that I would read, and I would lay it down on a load of wire or up on the galvannealing pan, maybe while I was eating or doing something else, they might have picked it up and read it.

Q. In other words, you placed it at some times in such a position where other employes could read it, is that true?

Mr. Rosell. I will object.

Trial Examiner Myers. The objection is overruled.

The Witness. I did not request anybody to read the material.

By Mr. Barr:

Q. You said that Mr. McCabe was formerly a foreman, is that true?

A. That is right.

Q. What is his first name?

A. James.

Q. And he is now no longer a foreman?

A. That is right.

Q. Has Mr. McCabe been demoted?

2500 A. Well, he has been back in the galvanizing department, if you want to call that a demotion.

Q. Well, would you say that was a demotion?

A. I don't know what salary or what price he was making when he was foreman, so therefore I could not state.

Mr. Barr. I think that is all. Just a moment, please.

By Mr. Bass:

Q. Mr. Taylor, in your conversation with Frank Hamilton about nine months ago or more, he said at least nine months ago, you said to him that the C. I. O. was doing swell. Then in January or February of this year you told Mr. Askew that you thought the C. I. O. was doing pretty good.

Is it true that after your drive continued for a longer period of time that you were having less success in signing men up in the C. I. O.?

Mr. Rosell. I will object, Mr. Examiner.

Trial Examiner Myers. The objection is overruled.

The Witness. I would say just the opposite.

Mr. Bass. That is all.

Trial Examiner Myers. Do you have any questions, Mr. Champion? Do you want a few minutes, Mr. Champion?

Mr. Champion. No, sir.

By Mr. Champion:

Q. Mr. Taylor, as I understand it you did take some of the C. I. O. literature in with you on the job and you have read it at various times when you had time to
2501 read it on the job?

A. That is right.

Q. And you did state that Raymond Askew might have gotten some of your C. I. O. literature that you had in there on the job?

A. He could have gotten some of that or he could have gotten some of the others.

Q. Did you guard that pretty carefully when you took it in on the job so no one would get it away from you?

A. No.

Q. Would you leave it out there on the machine or out there where if anybody cared to take it they could?

A. They could read it.

Q. Well, if it was a pamphlet or a paper or anything like that, if somebody picked it up you did not stop them, did you?

A. No, sir.

Q. I believe you stated that you saw some notices or some bulletins of some sort of the Alliance in various de-

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partments, and you mentioned the cleaning department in your testimony, isn't that right?

A. That is right.

Q. Did you ever work in the cleaning department?

A. I did not.

Q. How did you happen to know about any bulletins that might have been posted in the cleaning department?

2502 A. Well, whenever you are working on frame 7 or 8 and you want a drink of water you can just leave your reels and go over a little draw bridge and go into the cleaning department and get your drink of water at the fountain. The fountain is right in front of the bulletin board.

Q. Haven't they a fountain right there between frames 7 and 8?

A. That is right.

Q. But sometimes you would not drink that water but you would go across the drawbridge over to the cleaning department to get a drink, is that right?

A. That is right.

Q. Is there any rule that prohibits an employee from going from one department in which he is working to another department?

A. Not to my knowledge.

Mr. CHAMPION. I think that is all, Mr. Taylor.

Trial Examiner MYERS. Do you have any questions, Mr. Rosell?

Mr. ROSELL. Yes, sir.

Redirect examination by Mr. ROSELL:

Q. Mr. Taylor, have you seen employees carrying literature to the plant?

A. Yes, sir.

Q. And where was the literature passed out?

2503 A. At the road going into the plant and at the bus stop.

Q. And have you seen any employees lay that literature down anywhere in your department?

A. Sure, they always lay it down when they get through reading it.

Q. Lay down what?

A. Lay down the literature.

Q. Have you seen employees other than yourself reading literature that was passed out at the gate?

A. I would say 99 per cent of them in the department read it.

By Trial Examiner Myers:

Q. Where do they read it?

A. On the job, inside the plant.

By Mr. Rosell:

Q. Now, when you say on the job, is that while they are working or——

A. That is where they have a slack period, something like that.

Q. They read newspapers, then?

A. That is right.

Q. And magazines?

A. That is right.

Q. And during those slack periods do the men eat their lunch?

A. They do.

Q. Have you made coffee there during the slack periods?

2504 A. We do.

Q. Other men do that, to-?

A. That is right.

Mr. Rosell. That is all.

Trial Examiner Myers. Mr. Champion?

Mr. Champion. Nothing further.

Trial Examiner Myers. Mr. Baer?

Mr. Baer. Yes, sir.

Re-cross-examination by Mr. Baer:

Q. Mr. Taylor, you make coffee and have time to read down there while on the job only when the work in connection with the operation of the machine is done and the machines are running smoothly?

A. That is right.

Q. That is when you can sit around and wait for something that has to be done?

A. That is right.

Q. The machines are automatic when they are running, isn't that true?

A. That is right.

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2506 JIMMY MORAN was recalled as a witness by and on behalf of the National Labor Relations Board in rebuttal, and, having been previously duly sworn, was examined and testified further as follows:

Direct examination by Trial Examiner MYERS:

Q. You were sworn before and it is not necessary
2507 to swear you again. You are still under oath. You realize that, do you?

A. Yes, sir.

By Mr. ROSELL:

Q. Mr. Moran, you have previously testified, have you not, in this hearing?

A. That is right.

Q. And you are here in response to a subpoena?

A. Yes, sir.

Q. And I called you as an adverse witness at the time you testified, is that correct?

A. I did not understand that.

Mr. MCGRATH. The record shows what he did.

Mr. ROSELL. I will withdraw that, Mr. Examiner.

By Mr. ROSELL:

Q. Mr. Moran, how long have you worked for the company?

A. It will be eleven years next month.

Q. When?

A. In July.

Q. And in what departments have you worked?

A. I was in the mechanical department and the open hearth.

Q. It is very difficult to hear you. Will you speak up a little louder, please?

Trial Examiner MYERS. Why not stand up, Mr. Rosell, and get closer to the witness.

The WITNESS. The mechanical department and the open hearth.

2508 By Mr. ROSELL:

Q. Is that the wire mill?

A. The steel mill.

Q. And how many departments are there in the steel mill, do you know?

A. Well, I would not know the main departments, but the open hearth, the rod mill, it might be the maintenance department, different ones; how many different ones it would be I would not know them all.

Q. And you are connected, I take it, with the open hearth part of it, is that right?

A. That is right.

Q. Have you always been in that department?

A. Well, I said I was working in the mechanical department, but they worked for the open hearth on the switching end of it.

Q. Is that where you are at now?

A. Yes, sir.

Q. What is your job now?

A. Well, the job now is stock foreman, that is, in charge of——

Q. How long have you been a dock foreman?

A. Well, since 1941, I believe.

By Trial Examiner Myers:

Q. Well, Mr. Moran, will you just shout so that everybody can hear you? It is very warm in here and if we have to strain our hearing faculties to hear you it is going to make it very uncomfortable. Try to yell
2509 as loudly as you can. I know you are a soft voiced man, but try to talk up.

The Witness. I think it was in 1941, along in February or March, I believe.

By Mr. Rosell:

Q. Is that the same department you previously worked in, Mr. Moran?

A. It is around the same work. I was switching before that.

Q. Switching, what do you mean by that?

A. That is when the railroad uses switches, you move the cars from one place to another, spot them where they want them spotted, take them out of there and put them where they want them.

Q. That was on the company's railroad tracks?

A. Yes, sir.

Q. I see.

Mr. Rosell. May I have the Board's Exhibits, please? I would like to have Board's Exhibit No. 9.

(Document handed to counsel.)

By Mr. Rosell:

Q. Mr. Moran, I show you page 4 of Board's Exhibit No. 9 and I will ask you to examine that please, Mr. Moran (handing document to witness).

Did I show you this, did you see this when you last testified, Mr. Moran, if you recall?

A. You showed me what I believe was the same
2510 thing. I did not read it all the other time.

Q. That represents the minutes of a meeting held on Wednesday, April 28, 1937, as indicated there, the minutes of the meeting of the temporary committee on wages and working conditions of the Independent Steelworkers Alliance with the management of the Keystone Steel & Wire Company?

A. That is what it says.

Q. And I believe you previously testified, did you not, that you were present at this meeting?

A. Yes, sir.

Q. And your name is listed there, is it not, among those present?

A. Yes, sir.

Q. As temporary chairman of the committee on wages and working conditions, is that correct?

A. That is what it says.

Q. Now, Mr. Moran, will you state how you happened to be at that meeting?

A. Well, there was an understanding the meeting was to be held and I was to be there.

Q. Where did you find that out?

A. Well, I think they held a meeting the day before.

Q. Who held a meeting the day before?

A. The Alliance organizing.

By Trial Examiner Myers:

Q. What?

2511 A. The Alliance organizing, a temporary organizing.

By Mr. Rosell:

Q. And were you present at that meeting?

A. Yes, sir.

Q. What did you learn at that meeting with respect to the meeting to be held on the next day, April 28, 1937?

A. Well, there had been a meeting with management for me to be there. That is what I learned.

Q. Who told you that?

A. I suppose the president or the acting president, I suppose, or acting chairman. I do not remember exactly, but it must have been him.

Q. Now, I will show you this document again and referring to Board's Exhibit No. 9, page 4, and I will call your attention to the names of Vernon Auld, John Elmore and Ross White, members of the temporary committee. Now, they were present, were they not, with you at that conference on Wednesday, April 28, 1937?

A. Yes, sir.

Q. Now, were they informed the previous day to attend this meeting, if you know?

A. Well, if they were at the meeting, I suppose they were.

Mr. BAER. I move that the answer be stricken.

Trial Examiner MYERS. Strike out the answer.

Read the question to the witness, please.

(Record read.)

2512 The WITNESS. I don't know whether they were or not.

By Mr. ROSELL:

Q. What is that?

A. I don't know whether they were or not.

Q. Well, who was told to be at the meeting with you, if anyone, on the day previous to the attending of the meeting?

Mr. BAER. I will object to that.

Trial Examiner MYERS. I will sustain the objection.

By Trial Examiner MYERS:

Q. Were you at a meeting on April 27, 1937?

A. If that is the day previous to what he told me.

Q. Were you there?

A. Yes, sir.

Q. Was there anything said at that meeting about meeting with the management the next day?

A. There must have been if I was at the meeting.

BLEED THROUGH – POOR COPY

Q. What is your best recollection about it?

A. I don't remember what was said.

Q. Was there anything said about it that you can remember now?

A. No, sir, nothing that I can remember.

Q. Do you remember who told you to go to the meeting?

Mr. Barr. He already said he did not know, Mr. Examiner.

Trial Examiner Myers. With the management.

The Witness. I did not get it.

By Trial Examiner Myers:

2513 Q. Do you remember when you were told about the meeting with the management, where you were at the time somebody told you to go to the meeting?

A. It would have to have been at that meeting, no place else.

Q. Do you remember who was present besides the man who told you to go to the meeting and yourself when this man told you to be at the meeting the following day?

A. No, sir.

By Mr. Rosell:

Q. Now, at the meeting on April 27th, that is the day previous to this meeting with the management, were you told in what capacity you were to be at the meeting the next day?

Mr. McGrath. We object to that as immaterial.

Trial Examiner Myers. The objection is overruled.

The Witness. Well, not to my knowledge. I was told, but I presume it would be the same as I had previously been, in that capacity.

By Mr. Rosell:

Q. And what is that?

A. Chairman.

Q. Of what?

A. Of the wage committee.

By Trial Examiner Myers:

Q. Who else was at the meeting, at the management meeting? I know the names of the persons, but what offices did they hold?

A. Well, they was all temporary, temporary
2514 president and vice-president and secretary and temporary wage committee.

Q. And the whole temporary wage committee, is that right?

A. That I know of, yes.

Trial Examiner Myers. All right, go ahead.

By Mr. Rosell:

Q. Now, you said you presumed that you would be there,—correct me if I misstate what you are saying, the same——

Trial Examiner Myers. Let us not go into that. Find out what you want to say. Now, we have been over this four times already.

By Mr. Rosell:

Q. Well, had you been chairman of the wage committee of the KEA at the time the KEA went out of existence?

A. I was, yes.

Q. Who was on that committee with you?

A. Well, Ross White and Vernon Auld and John Elmore.

Q. Is that the same group of men that attended this meeting with you and management?

A. That is right.

Q. Mr. Moran, do you work a straight shift?

A. No, sir.

Q. Do you alternate shifts?

A. Yes, sir.

Q. Who alternates shifts with you in the same work you do?

A. You mean now?

2515 Q. That is right.

A. Well, there is Doubet, Julius Doubet and Roy Applegren.

Q. And does Roy Applegren do the same work you do?

A. Yes, sir.

Q. And this other man, what is his name?

A. Julius Doubet.

Q. Does he do the same work you do?

A. Yes, sir.

Q. What is your title?

BLEED THROUGH – POOR COPY

A. Stock foreman, s-t-o-c-k foreman.

Q. How long has Roy Applegren been stock foreman?

A. Well, he has been acting stock foreman, I guess he is stock foreman for a year or so. I would not know exactly.

Q. Have you worked with him for some period of time?

A. Yes, sir.

Q. How long have you worked with Roy?

A. Well, since I have been at the Keystone.

Q. And how long have you worked with Mr. Doubet?

A. The same length of time. They were there ahead of me.

Q. How long has Mr. Doubet been doing this kind of work?

A. I don't know, longer than I am. I don't know just when he took that job.

Q. Has he been on that job——

A. Yes, as long as I have been on it, yes.

Q. Was he on the job before you?

2516 A. Yes, sir.

Q. How long was he on it before you went on it?

Trial Examiner Myers. He said he did not know.

By Mr. Rosell:

Q. Do you know if it was a year?

Mr. Baer. He said he did not know, and I object to it.

The Witness. I would not say no date at all, and I could not on that.

By Mr. Rosell:

Q. Are there any other men doing the same kind of work besides these two men,—Applegren, is that?

A. Applegren.

Q. And this Doubet?

A. They have the straight day foreman, but he does not change shifts.

Q. Who is that?

A. Schwinn.

2517 AL SOMMER was recalled as a witness by and on behalf of the National Relations Board in Rebuttal, having been previously duly sworn, was examined and testified further as follows:

Direct examination by Mr. ROSELL:

Q. Mr. Sommer, we were just talking together in the back of the room, is that correct?

A. Yes, sir.

Q. And you are superintendent, are you not, of the steel mill side of the plant?

2518 A. Yes, sir.

Q. And how long have you been superintendent?

A. Since 1935.

Q. And what are your departments in the steel mill, Mr. Sommer?

A. Well, there are three major departments, the open hearth, the blooming mill and the rod mill, and under the open hearth department we have the stockers and the scrap preparation department and the open hearth melting department proper.

Now, Mr. Sommer, who is the—I will withdraw that.

Who is your assistant superintendent, if you have one? I do not know what your titles are.

A. Al Getz is open hearth superintendent.

Q. Al Getz. Is that spelled G-e-t-z?

A. Right.

Q. And how long has he been superintendent?

A. The total length of time?

Q. Approximately? As best you can recall.

A. He was superintendent for a while and then he was head stock foreman and then he was made open hearth superintendent again, and if I remember right he was put back as open hearth superintendent the last time in 1939 or about that time.

Q. Or about that time?

A. About that time.

2519 Q. You mentioned—what was that melting department, m-e-l-t-i-n-g?

A. Right.

Q. And who is head of that department?

A. Al Getz.

BLEED THROUGH – POOR COPY

By Trial Examiner Myers:

Q. What is his title?

A. Open hearth superintendent.

By Mr. Rosell:

Q. Has he an assistant who is under him?

A. Well, in the melting department he has some melter foremen.

Q. And who are the melter foremen?

A. Paul Fruehauf.

Q. What is that?

A. Paul Fruehauf.

Q. Will you spell that, please?

A. To the best of my knowledge I will, F-r-u-e-h-a-u-f.

Q. And how long has Mr. Fruehauf been a melter foreman?

A. I think since about 1931.

By Trial Examiner Myers:

Q. What is his first name?

A. Paul.

By Mr. Rosell:

Q. Are there any others besides that man?

A. Harry Chilcot.

Q. How do you spell that name?

A. C-h-i-l-c-o-t.

Q. C-h-i-l-c-o-t?

2520 A. I think that is right.

Q. How long has he been a melt foreman?

A. I think since about 1931.

By Trial Examiner Myers:

Q. You mean since 1931?

A. Since 1931.

Q. And the same is true as to Fruehauf?

A. That is right.

By Mr. Rosell:

Q. Are there any other men on the same jobs?

A. Yes, they call him Tony Edwards. I think his initials are A. E.

Q. A. E. Edwards?

A. E-d-w-a-r-d-s.

Q. How long has he been on that job?

A. Oh, since 1926, I would say.

Q. Are there any others doing the same work?

A. Yes, Ward English.

Q. And how long has he done that work?

A. To the best of my knowledge for the past five or six years.

By Trial Examiner Myers:

Q. That is, he has been foreman?

A. A melter foreman.

By Mr. Rosell:

Q. Now, are there any others as melter foremen?

A. No.

2521 Q. Now, who is the head of the scrap department?

Trial Examiner Myers. Let us get the balance of the melting department.

By Trial Examiner Myers:

Q. Is there anybody else in the melting department that is a supervisor besides the ones you have just mentioned?

A. Unless it would be just one turn at a time when somebody was off sick.

Q. Who is that?

A. That would be Roy Reaktenwald.

Q. How do you spell his last name?

A. R-e-a-k-t-e-n-w-a-l-d.

By Mr. Rosell:

Q. How long has Roy Reaktenwald been doing this extra work as a foreman, that is, filling in for foremen?

A. I would say four or five years. When we were on a 40 hour basis he did it quite often; since we are on a 48 hour basis I doubt whether he is catching any turns at the present time.

Q. What do you call that, a turn foreman?

A. Yes, sir.

Q. I mean, Roy would be called a turn foreman?

A. Well, all the melter foremen are turn foremen.

Q. I see.

A. They follow their regular turns and change shifts with the crew.

BLEED THROUGH – POOR COPY

2522 By Trial Examiner MYERS:

Q. Have you any assistant foremen in the melting department?

A. No, these men, melter foremen, are directly accountable to the open hearth superintendent for their work.

By Mr. ROSELL:

Q. Are there any others besides these men you have just named in the melting department?

Trial Examiner MYERS. Sure, they have melters.

By Mr. ROSELL:

Q. I mean, that supervise, that are on supervisory jobs or foremen. I do not mean regular melters.

A. There is a man who is called a pit foreman, whose name is Reaktenwald. I don't know his first name.

Q. Is that spelled the same as Roy Reaktenwald?

A. Yes. He has been there for about a year, maybe less than a year.

By Trial Examiner MYERS:

Q. Who was pit foreman prior to that time?

A. We had no pit foreman prior to that time. Melter foremen were considered in charge of that department and Reaktenwald just works on the day shift.

Q. Is he related to the other Reaktenwald?

A. I could not answer that definitely. I don't know.

Mr. ROSELL. Could you find out his first name?

Trial Examiner MYERS. Off the record.

(Discussion off the record.)

Trial Examiner MYERS. On the record.

2523 By Mr. ROSELL:

Q. Are there any other men in the melting department, Mr. Sommer, who are either melter foremen or do jobs like Roy Reaktenwald or act as pit foremen or any other jobs like that?

A. No.

Q. Now, you mentioned a scrap department. Who is the head of that department?

A. Well, Al Getz, the open hearth superintendent is considered in charge of that department.

Q. Does he have anybody there in the department assisting him?

A. He has the turn foremen.

Q. Who are they?

A. James Collins——

Trial Examiner MYERS. Wait a moment. Off the record.

(Discussion off the record.)

Trial Examiner MYERS. On the record.

The WITNESS. James Collins, and the other man's name is Francesco.

By Trial Examiner MYERS:

Q. Is that his first name?

A. I could not tell you.

Q. Is it his first name or his last name, Mr. Baer? Do you know?

A. I don't know. That is what I know him by and that is all I know him to be called.

2524 Mr. ROSELL. I am just told that he is called Franco. Do you know if that is his name?

The WITNESS. I don't know.

By Mr. ROSELL:

Q. By the way, how long has Collins been doing that work?

A. I would say for over ten years.

Q. And this man Francesco?

A. I would say for more than eleven years, or I know longer than Collins.

Q. Could you find out his name, his correct name, this Francesco, the man you named Francesco?

A. Yes, I can find out.

Q. Are there any other men in the scrap department besides Francesco and Collins?

A. No.

Q. Is your scrap department the same size now as it has always been?

A. No, it has been reduced from three shifts to two shifts.

By Trial Examiner MYERS:

Q. Has the personnel in that department been reduced?

A. Yes, sir.

Q. When was it reduced?

A. It was reduced about a year and a half or two years ago.

BLEED THROUGH – POOR COPY

Q. What was it before it was reduced, before the reduction?

A. Well, we were operating three shifts prior to
2525 that time and now we are operating two shifts.

Q. I mean, the personnel.

A. The number of men?

Q. Yes.

A. It would have to be an estimate. I would say twenty-four prior to the change and thirteen or fourteen now.

By Mr. Rosell:

Q. Well, did you have any more men doing the same kind of work as Francesco or Collins when you had more shifts?

A. Yes, we had Hubert Parker.

Q. Was that Hubert?

A. I think that is his name.

Q. Did you say "Hubert" or "Herbert"?

Trial Examiner Myers. Will you tell him what the witness said, Mr. Reporter?

(Record read.)

By Mr. Rosell:

Q. Hubert. And how long had he been doing that work up until the time he was taken off when you reduced your shift?

Trial Examiner Myers. I do not know what you are saying here. You always ask the man who is foreman in that department and he gives you the names and you say, "Have you got anybody else doing that work?" What work? Nobody is doing any work. He has got a title.

Mr. Rosell. I am sorry, Mr. Examiner. I am
2526 referring to the work as foreman, the same description the witness has been telling us about. I will confine myself to that.

By Mr. Rosell:

Q. How long had this Parker fellow been doing work as a turn foreman at the time he did the work.

Mr. McGrath. We object to all of this as wholly immaterial, not proving or tending to prove a single issue in this case.

Trial Examiner MYERS. The objection is overruled.

Mr. MCGRATH. And it is not rebuttal in any sense of the word.

Trial Examiner MYERS. The objection is overruled. If he brings in any new matter, as I told you yesterday, you will have an opportunity to meet it.

The WITNESS. I would say over eight years.

By Mr. ROSELL:

Q. He acted as a turn foreman for about eight years up until about a year and a half or two years ago when you had to reduce your shift, is that right?

A. No, I mean eight years from now until the time he had started.

By Trial Examiner MYERS:

Q. What is he doing now?

A. He is preparing scrap.

Q. Is he a turn foreman now?

A. No.

Q. How long was he a turn foreman?

A. Well, seven and a half years or more. I would
2527 put it that way, if we include the last year and a half in that time.

Q. Well, in the last year and a half has he been a turn foreman?

A. No.

Q. Well, when did he cease to be a turn foreman?

A. When we reduced the force in that department.

Q. All right. That was about a year and a half or two years ago, is that right?

A. That is right.

Q. Prior to a year and a half or two years ago what was he?

A. He was a turn foreman.

Q. And how long had he been a turn foreman prior to a year and a half or two years ago?

A. I stated before that was seven and a half years or maybe more.

Trial Examiner MYERS. Very well.

By Mr. ROSELL:

Q. Did anybody else act as turn a foreman at the time Parker was doing that work until you reduced your force about a year and a half ago?

BLEED THROUGH – POOR COPY

A. Yes, sir.

Q. Who?

A. Fred Roger, R-o-g-e-r, I think is the way you spell it.

Q. R-o-g-e-r?

A. I think that is right.

Q. How long did he act as a turn foreman?

2528 A. Less time than Parker. The exact time, why, I don't know.

By Trial Examiner MYERS:

Q. Would you say about five years prior to a year and a half or two years ago?

A. I think that would be approximate, yes.

By Mr. ROSELL:

Q. Anybody else besides Parker or Roger do that work?

A. No.

Q. Roger is not a turn foreman at the present time, is he?

A. No, sir.

Q. Now, what other departments——

Trial Examiner MYERS. Have you any other supervisors in that department?

Mr. ROSELL. That is the scrap department, Mr. Examiner?

Trial Examiner MYERS. Yes.

The WITNESS. No.

By Trial Examiner MYERS:

Q. Did you have any other supervisors in that department for the past ten years, other than those you have mentioned?

A. Not unless it would have been just for one turn at a time, maybe once a month if somebody was off sick without being able to notify us.

Q. Who is he?

A. Well, they usually picked the oldest man on the crew, and I do not remember just who it would have been.

2529 Q. The man with the most seniority?

A. Yes.

Mr. BAER. Mr. Examiner, might I interject here—I mean, might I interrupt here?

We agreed that Mr. Moran be taken off the stand for the purpose of clearing up some names about the stock room, or something that Mr. Rosell was inquiring about, and now they are going into the entire steel plant, and my only objection to it is this, Mr. Moran was called by Mr. Rosell to be here at 9:30 this morning. He has to go back to work this afternoon. We have to have him down there. His testimony is partially completed and I think he should be put back on the stand if he has cleared up the matter he was attempting to clear up with Mr. Sommer, and later on if he wants to clear up that particular phase of it with Mr. Sommer he can put him back on.

Mr. ROSELL. Mr. Examiner, may I complete the departments that Mr. Moran was testifying to——

Mr. BAER. You should have started on that and quit. That is all we agreed to do.

By Mr. ROSELL:

Q. Mr. Sommer, what department did Mr. Moran work in? What is the title of that department?

A. Stocking, S-t-o-c-k-i-n-g.

Q. Stocking?

A. Which is a part of the open hearth depart-
2530 ment, a division of it.

Q. I understand. Who is the head of that department?

A. Al Getz, the open hearth superintendent.

Q. And who is under him acting as foreman there?

A. William Schwinn is head stock foreman.

Q. S-c-h-w-i-n-n, is that right?

A. I think so.

Q. How long has Mr. Schwinn been acting as head stock foreman?

A. Well, I would say for over ten years.

Q. And you were telling me when I talked to you during the recess that prior to Mr. Schwinn acting as head stock foreman, another man who just died——

Trial Examiner MYERS. Will you just—let us not go into these things.

By Trial Examiner MYERS:

Q. Was anybody acting as head stock foreman prior to Mr. Schwinn?

A. Yes, sir.
Q. What was his name?
A. Steve Conway.
Q. How do you spell that?
A. S-t-e-v-e C-o-n-w-a-y.
Q. Is he still working for the company?
A. No, sir, he died last week.
Q. Last week?
2531 A. Yes, sir.
Q. Now, how long was he a foreman, head stocking foreman?
A. Fifteen years or more.
Q. And after Mr. Schwinn became head stock foreman, what about Conway, what job did he have?
A. Well, he had been off sick for the greater part of a year. He was off and back again——
Q. What year was that?
A. It has been within the last year and a half that he was sick.
Q. Prior to a year and a half ago did he work regularly?
A. Yes, sir.
Q. And what was his job?
A. Head stock foreman.
Q. And he was head stock foreman for how long, prior to a year and a half ago?
A. Fifteen years, to the best of my knowledge.
Q. All right. Now, when you say for the last year and a half or so, he did not work regularly because he was sick, is that right.
A. That is right.
Q. Now, when he did work what was his job?
A. Head stock foreman.
Q. Now, what about Schwinn? Did he take Mr. Conway's place or was he also a foreman?
2532 A. He took Mr. Conway's place.
Q. When did he take his place?
A. Well, whenever Conway was off, and he is now personally in that position.

By Mr. Rosell:

Q. Were there any other men acting as stock foremen—presently are there any other men?

A. There are three other stock foremen.
Q. Who are they?
A. Julius Doubet.
Q. Is that spelled D-o-u-b-e-t?
A. I think that is right. Jerry Moran and Roy Applegren.
Q. And how long has Mr. Doubet been acting as a stock foreman?
A. I would say five years or more.
Q. And Mr. Moran, since when, how long has he been a stock foreman?
A. Sometime since Doubet has been. I do not know the exact time.
Q. Well, he testified since about sometime in the early part of 1941, is that right?
A. I don't know, definitely.
Q. And Mr. Roy Applegren, how long has he been a stock foreman?
A. Well, he has been considered as a relief foreman during the illness of Conway, and he will now be
2533 considered as a regular foreman.
Q. How long did he act as a relief foreman?
A. Oh, a year and a half.

By Trial Examiner Myers:

Q. For the past year and a half?
A. Well, not steady, but whenever Mr. Conday was off.

By Mr. Rosell:

Q. Are there any other stock foremen?
A. No, sir.

2535 Jerry Moran resumed the stand and testified further as follows:

Mr. Rosell. I have no further questions of Mr. Moran.
Mr. McGrath. You have nothing further?
Mr. Rosell. That is right.

Cross examination by Mr. McGrath:

Q. Mr. Moran——
Mr. Rosell. I do not have any further questions at this point, Mr. Examiner—oh, go ahead, Mr. McGrath, I am sorry.

BLEED THROUGH – POOR COPY

By Mr. McGRATH:

Q. Mr. Moran, you testified before on behalf of the Board? You are the same Mr. Moran who testified earlier in this hearing?

A. Yes, sir.

Q. And at that time you testified concerning a meeting that you say you attended where the KEA was dissolved or disbanded, or something to that effect, is that true?

A. Yes, sir; yes, sir.

Q. And what did Bruce Hogue tell you at that meeting?

2536 A. Well——

Q. Assuming he attended.

A. The meeting was called for the purpose of dissolving the KEA. They could not go along any further.

Q. What did Bruce tell you? What did he say about it?

A. He said he was notified by the management that they could not recognize them.

Q. All right. Now, then, on your examination this question was asked you after testifying about the dissolution of the KEA, and at that meeting there was some discussion——

Trial Examiner MYERS. What page is that, please?

Mr. McGRATH. That is on page 184.

By Mr. McGRATH:

Q. You said, you testified that there was some discussion about the forming of a new organization, is that true?

A. Yes, sir.

Q. And that is on page 184 or 183. You also testified, I believe, that a name was suggested, is that true?

A. Yes, sir.

2543 By Mr. McGRATH:

Q. In your testimony here, this is at page 184 of the record, you said that: "I believe a name was chosen at that meeting of the ISWA—" at the meeting when the KEA was dissolved.

Trial Examiner MYERS. I think you had better start your question again, Mr. McGrath.

By Mr. McGRATH:

Q. Well, was there any name chosen at that meeting at

the KEA, at the dissolution of the KEA, the dissolution meeting, that you know of?

A. I don't know as a name could have been chosen, but it was suggested.

Mr. McGRATH. I see.

By Trial Examiner MYERS:

Q. What was the name suggested?

A. Independent Steelworkers Alliance.

Q. Do you know who suggested it?

A. No, I would not know.

Q. Was it adopted at that meeting?

A. No, I could not say that it was.

By Mr. McGRATH:

Q. Was there any action taken there by the members there, any kind of action at all with reference to a new union, as to the choice of a name or anything else?

2544 Mr. ROSELL. Mr. Examiner, I will object to that question.

Trial Examiner MYERS. The objection is overruled.

The WITNESS. I do not quite understand your question, Mr. McGrath.

By Mr. McGRATH:

Q. Well, as I understood you to say there were no committees appointed or no action taken with reference to the organizing of a new union although the question of a new union was discussed, is that true?

A. That is true.

Q. Well, now, was there any action taken by the members, by the fellows that attended that KEA dissolution meeting with reference to the choosing of a name for a new organization or taking any other definite action with reference to the organizing of a new union of any kind?

Mr. ROSELL. I will object to that question, Mr. Examiner.

Trial Examiner MYERS. The objection is overruled.

The WITNESS. There was nothing done other than that the name was suggested and that they intended to organize again.

Q. But as to the manner or how, there was nothing done?

A. There was nothing, no, sir.

BLEED THROUGH – POOR COPY

Mr. McGRATH. That is all.

Redirect examination by Mr. ROSELL:

Q. Mr. Moran, this meeting you attended with management on April 28, 1937, that you previously
2545 testified to, were you there as a substitute for anyone?

A. Not that I know of.

Mr. ROSELL. That is all.

Trial Examiner MYERS. Do you have any further questions, Mr. McGrath?

Mr. McGRATH. No, sir.

Trial Examiner MYERS. Mr. Champion?

Mr. CHAMPION. No, sir.

By Trial Examiner MYERS:

Q. Mr. Moran, you testified a few minutes ago that a couple of days before you attended this meeting of April 27th you signed a card in the Alliance, is that right?

A. Testified a couple of months ago, did you say?

Q. No, a couple of minutes ago.

A. Oh, yes.

Q. You said that you signed a card in the Alliance a couple of days before you attended this meeting of April 27th, is that right?

Mr. BASS. Mr. Examiner, I do not believe he made the positive statement.

Trial Examiner MYERS. All right.

By Trial Examiner MYERS:

Q. You attended this meeting of April 27th, did you, Mr. Moran?

A. Yes, sir.

Q. And that is the meeting that was held the day
2546 before you met with the management, is that right?

A. That is right.

Q. Now, had you joined the Alliance prior to this meeting of April 27th, or after?

A. It was prior.

Q. Well, how soon prior?

A. Well, I would say it must have been just before the meeting, a day before or the day after, maybe.

Q. All right. You mean it could have been the day before the meeting or the day of the meeting?

A. Yes, sir.

Q. With those dates in mind could you tell me when you attended this so-called dissolution of the KEA?

A. It was quite a while before that.

Q. What do you mean by quite a while?

A. Well, it may have been a week or two weeks. I don't know.

Q. Can't you fix it any better than that?

A. I do not remember the exact date.

Trial Examiner MYERS. Do you have any questions, Mr. Baer?

Mr. BAER. Yes.

2549 AL SOMMER resumed the stand and testified further as follows:

Direct examination (Continued.) by Mr. ROSELL:

Q. Mr. Sommer, this morning you told us about the open hearth department, is that correct?

A. Yes, sir.

Q. Now, what departments are there in the blooming mill, if any, Mr. Sommer?

A. The soaking pit and the blooming mill proper are the two divisions of the blooming.

Q. And the soaking pit is somewhat of a subdivision of the blooming mill?

2550 A. Yes, sir.

Q. Who is the head of the soaking pit?

A. Mr. William Herman.

Q. What is his job?

A. Rolling mill superintendent.

Q. Is that the gentleman that testified previously here?

A. He has testified, yes.

By Trial Examiner MYERS:

Q. In this proceeding?

A. Yes, sir.

By Mr. ROSELL:

Q. He has been there a long time, has he not?

A. Yes, sir.

Q. How many years, about? I do not recall, do you recall how many years he has been there?

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A. Well, he has had the title of rolling mill superintendent since 1935.

Q. And is the rolling mill part of the blooming mill, Mr. Sommer?

A. The rolling mill includes the blooming mill and the rod mill.

Q. Now, who else are in charge of the soaking pit besides Mr. William Herman as superintendent of the rolling mill, who is under him?

A. Charlie Powell.

Q. Charlie Who?

2551 P-o-w-e-l-l.

Q. What is his job?

A. He is a turn foreman for the soaking pit.

Q. How long has he been a turn foreman?

A. How long was what?

Q. How long has Mr. Powell been a turn foreman?

A. Between one and two years.

By Trial Examiner MYERS:

Q. You mean for the past one or two years?

A. Yes.

Q. What was he before that?

A. Soaking pit crane man.

Q. Crane man?

A. Yes, sir.

By Mr. ROSELL:

Q. And are there any other turn foremen in the soaking pit?

A. Yes, there is Grant Herman, and part of the time Paul Cantrall.

Q. And how long has Grant Herman been a turn foreman in the soaking pit?

A. About two years—I will change that to about a year and a half. He was a substitute foreman for just a day foreman which we had prior to that time.

Q. How long did he act as substitute foreman?

A. For about a year, during the absence of

2552 Frank Freeze, who is deceased.

Q. Frank what is that?

A. Freeze.

Q. How do you spell that?

A. F-r-e-e-z-e.

By Trial Examiner Myers:

Q. You mean he acted as substitute foreman for about a year?

A. Yes, sir.

Q. Continuously?

A. Yes, sir.

By Mr. Rosell:

Q. Now, I take it then that Frank Freeze was a turn foreman in the soaking pit at one time, is that right?

A. Yes, sir.

Q. And how long is it that he has been dead?

A. I think it is over a year. I am not positive.

Q. How long has he been acting as foreman of the soaking pit?

A. He was the only soaking pit foreman we had until about a year and a half ago. He had had that job for four or five years, I would say.

Q. Are there any other turn foremen or other foremen in the soaking pit?

A. No, sir.

By Trial Examiner Myers:

2553 Q. Well, you mentioned a Powell and this Grant Herman and Freeze.

A. I mentioned Paul Cantrall, to-.

Q. How long had he been foreman?

A. Oh, he had not been steady pit foreman, but he had been relief pit foreman for about a year and a half.

Q. I do not understand that. Could you explain that a little clearer, please?

A. Well, after the death of Frank Freeze we put foremen on all three turns so that Grant Herman was the relief foreman while Mr. Freeze was sick, but after he died we put men on three shifts, so we now have three pit foremen where we formerly only had one.

Q. Now, when Freeze was there he was the only pit foreman?

A. That is right.

Q. How many shifts a day did you work the pit while Freeze was there?

A. The pit works twenty-four hours a day, seven days

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a week, but it was not considered entirely necessary to have a supervisor on all three turns until we had to operate with less men and had to keep the production up.

Q. Well, naturally, Freeze did not work twenty-four hours each and every day?

A. No, sir.

Q. Well, when he was not there who was in charge of the pit?

A. The roller in the blooming mill was considered
2554 in charge of all equipment except on the day shift when Freeze was there he took charge of making schedules and doing some of the planning for the pits, tried to schedule the heats in and out of the pits for the twenty-four hours, but it was not satisfactory just to have one man.

Q. And what was this roller's name?

A. Well, there is a roller on each turn.

Q. Well, were they the same rollers you had there for the five years that he was foreman?

A. Yes, sir.

Q. Do you recall their names?

A. J. S. Tomlin.

Q. J. S. who?

A. Tomlin, T-o-m-l-i-n, and there was Roland W. Brown and Ed Aldrich.

Q. Are they still in the company's employ?

A. Yes, sir.

Q. And are they still employed as rollers?

A. Yes, sir.

Q. How long——

A. Well, I will correct that. Mr. Tomlin is no longer at Keystone. Mr. Brown has stepped up in his place as head roller and Mr. Roemer Chaney is the other roller at the present time.

Q. What is the first name?

2555 A. Roemer.

Q. How do you spell his last name?

A. C-h-a-n-e-y.

Q. You say Brown was head roller?

A. Yes.

Q. How long had he been head roller?

A. Since February.

Q. Of this year?

A. No, well, since the winter—I don't remember the exact month when Mr. Tomlin left.

Q. Well, say in the last six, seven or eight months?

A. Yes.

Q. How long had Tomlin been head roller prior to his leaving the company?

A. Oh, twenty years or more.

Q. Have you had any for the past ten years or so, has there been any supervisor in the pit that you have not told us about?

A. I think there was a heater who was used as a pit foreman for a short length of time, and then he went back to his regular job.

Q. What is his name?

A. I do not seem to recall it right now.

Mr. Rosell. Could that have been Verne Mefford?

The Witness. Yes, Verne Mefford.

2556 By Trial Examiner Myers:

Q. Do you know how to spell his last name?

A. I think it is Mefford, M-e-f-f-o-r-d.

Q. Do you know whether Mr. Mefford acted as foreman of the pit?

A. Well, part of the time since we put on three foremen, which was as I mentioned before to the best of my recollection about a year and a half ago, just part of that time, what part I am not sure.

Trial Examiner Myers. I see. Go ahead, Mr. Rosell.

By Mr. Rosell:

Q. Now, how long has Ed Aldrich—I will withdraw that question.

Mr. Sommer, under Mr. Roland Brown is Ed Aldrich?

A. Yes, sir, well, he——

Q. Pardon?

A. Well, he is the second roller.

Q. And how long has he been acting as the second roller?

A. Since last winter.

Q. What did he do before that?

A. He was roller on the third turn.

Q. And who is roller on the the third turn presently?

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A. Roemer Chaney.

Q. And that is since Aldrich became roller on the second turn?

A. Yes, sir.

2557 Q. What was Mr. Chaney's job before he became roller on the third turn?

A. Manipulator.

Q. Now, is that all the foremen you have had in the soaking pit in the last ten years that you know of?

A. Yes, sir.

Q. Now, Mr. William Herman is rolling mill superintendent, is that right?

A. Yes, sir.

Q. Now, who does Mr. Herman have assisting him in the rolling mill—in the blooming mill, I am sorry.

A. Well, he has the three rollers and the soaking pit foremen, the three soaking pit foremen.

Q. Does Mr. Herman have anything to do with the rod mill?

A. Yes, sir, he is superintendent of the rod mill also.

Q. Who does Mr. Herman have assisting him as superintendent of the rod mill in the rod mill?

A. He has three rollers in the rod mill.

Q. Those are the three rollers you named, is that right, or are there three other rollers?

A. Three other rollers. Charles Osberg——

Q. How do you spell his last name?

A. O-s-b-e-r-g. Then there is Herb Mason, M-a-s-o-n, and John Flannery.

By Trial Examiner Myers:

2558 Q. Well, Mr. Sommer, what is a roller? What is the job of a roller? Just tell us everything he does.

A. He is considered as a turn foreman and a working foreman. He operates part of the equipment and also supervises to a large extent the rest of the men that help operate the equipment; in the blooming mill we have one pair of rolls and in the rod mill we have eighteen pair of rolls that have to be constantly watched for proper adjustment.

By Mr. Rosell:

Q. How long has Mr. Osberg been a roller?

A. Over fifteen years that I remember.
Q. And Mr. Mason:
A. About the same length of time.

By Trial Examiner Myers:

Q. Do you mean for the past fifteen years or so?
A. Approximately that length of time. It may be a little bit less. I think it is about the same time.
Q. And the same with Osberg?
A. Yes, sir.

By Mr. Rosell:

Q. How long has Mr. Flannery acted as foreman?
A. Oh, I would say for ten or twelve years at least.

By Trial Examiner Myers:

Q. The last ten or twelve years?
A. Yes, maybe more.

By Mr. Rosell:

Q. The last ten or twelve years?
A. Yes.

2559 Q. Are there any other rollers or any other persons, rather, assisting Osberg, Mason and Flannery as rollers?
A. Well, the men that relieve them when they are sick are Raymond Knight and Homer Hasty.
Q. Hastings?
A. No, Hasty.
Q. Oh, I am sorry. And how long has Knight been relieving as a turn foreman?
A. Oh, I would say five or six years, maybe more. In case, whenever someone is sick, someone has to relieve them.
Q. That is the last five or six years?
A. It may be longer than that. I would say at least that long.
Q. And how long has Hasty been acting as a relief turn foreman?
A. Approximately the same length of time as Raymond Knight.
Q. In the last ten years has there been any other turn foreman or relief turn foreman in the rod mill?
Mr. McGrath. Mr. Examiner——

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The WITNESS. Not that I recall.

Mr. McGRATH. (Continuing.) We wish at this time to object to all of this line of questioning as totally immaterial and not proving or tending to prove any issues in this case.

Trial Examiner MYERS. The objection is overruled.

2560 By Mr. ROSELL:

Q. Are there any other departments of the blooming mill that you have not mentioned, Mr. Sommer?

A. No, sir, not that I would consider part of the blooming mill.

Q. Or are there any others of the rod mill?

A. Yes, there is the rod dock, which handles the rods after they are rolled.

Q. Is that a separate department?

A. Yes, that department is under Mr. W. R. Conn.

Q. How do you spell that last name, please?

A. C-o-n-n.

Q. And is he superintendent of the rod dock?

A. He is considered as superintendent, yes. He does not have that title.

Q. What is his title?

A. Chief clerk of the steel plant.

Q. Chief clerk of the steel plant?

A. Yes, sir.

Q. Well, what do you mean he is considered as the superintendent of the rod dock?

A. Because all the loading of rods for shipment outside is under his care, and he has been put in charge of the rod dock foremen.

Q. And how many rod dock foremen does Mr. Conn have under him?

2561 A. Three.

Q. Who are they?

A. O. T. James, Harvey Brown and Herman Koepel; the relief man is Louis Davis.

By Trial Examiner MYERS:

Q. You mean Louis Davis occasionally relieves one of the foremen you have just mentioned?

A. Yes, sir.

By Mr. Rosell:

Q. How do you spell Mr. Koepel's name?

A. K-o-e-p-e-l, I think it is.

Q. How long has Mr. James been a rod dock foreman?

A. Three or four years; maybe more, but I remember that long.

By Trial Examiner Myers:

Q. For the last three or four years?

A. Yes, sir.

By Mr. Rosell:

Q. How long has Mr. Brown been a rod dock foreman?

A. For the last seven or eight years or maybe longer than that.

Q. And Mr. Koepel, how long has he been a rod dock foreman?

A. Oh, I would say six or seven years, maybe longer.

Q. For the last six or seven years?

A. Yes, sir.

Q. And how long has Louis Davis been acting as relief dock foreman?

2562 A. Oh, I would say four or five years.

Q. You mean for the last four or five years?

A. Yes, sir.

Q. Are there any other rod dock foremen?

A. No, sir, not that I recall.

Q. Well, have there been any other rod dock foremen other than James, Brown, Koepel and Davis in the last ten years?

A. Yes, there was a man by the name of Howard Steele, who is no longer with the company.

Q. I did not get that last name, I am sorry.

A. Howard Steele, S-t-e-e-l-e.

Q. And when did he act as rod dock foreman?

A. For three or four years. Prior to that time Ted James was given the job.

Q. By Ted James, do you mean by that O. T. James?

A. Yes, sir.

Q. Are there any other rod dock foremen that you have not mentioned in the last ten years?

A. Not that I recall. I do not make out the schedules, and if someone else has been in there for a day I would not know about it.

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By Trial Examiner MYERS:

Q. Are there any other supervisors in the department besides those you have named?

A. Not at the rod dock.

Q. Have there been any in the past ten years or so?

2563 A. I would say no, not that I recall.

Q. Are there any other departments that you have not mentioned in the steel plant?

A. The inspection department.

Q. And who is in charge of the inspection department?

A. Ed Reier.

Q. How do you spell his last name?

A. R-e-i-e-r.

Q. What is his title?

A. Steel plant metallurgist.

Q. How long has Mr. Reier been the steel plant metallurgist?

A. Six or seven years, I would say.

Q. Do you mean for the last six or seven years?

A. Yes, sir.

Q. And what other supervisors does Mr. Reier have assisting him in the inspection department?

A. He has three rod inspectors who do not have the right to hire and fire, but they are considered as supervisors because they swing with the crew and really have charge on the night shift.

By Trial Examiner MYERS:

Q. Who has the right to hire and fire in the steel mill?

A. Well, the men that we call department heads have to pass on all men that come in or when they are discharged.

Q. They pass upon the hiring and also upon the
2564 discharging, is that what you mean?

A. Yes, sir.

By Mr. ROSELL:

Q. Mr. Sommer, who are the three rod inspectors that Mr. Reier has assisting him?

A. Ray Newbury, Steve Singer and a fellow by the name of Girard—I do not know his name, or initials, I do not recall them at this time.

By Trial Examiner MYERS:

Q. Girard is his last name?

A. Yes, sir.

By Mr. ROSELL:

Q. How long has Mr. Newbury been a rod inspector assisting Mr. Reier?

A. Two or three years. It may be more, but that is approximate. I do not remember. We did not always have this department. It is a comparatively new department. I mean by that that it was only started on the scale we are operating now about maybe three years ago or four, maybe longer.

By Trial Examiner MYERS:

Q. Did he always hold that position?

A. No, sir.

Q. I mean, since you set up this department.

A. Yes, I think he has from the time we considered those men or told those men that they were considered as supervisors, he has been on the job. Prior to that time these men were all considered as rod testers, they were in that department but were not considered as foremen.

2565 Q. Well, would you say we got into the war, since we got into the war that he has been a supervisor?

A. Yes, sir.

By Mr. ROSELL:

Q. How long has Steve Singer been a rod inspector?

A. Since the department was set up about three years ago. As I mentioned, all of those men that I have mentioned have that job, and prior to that time they were considered as testers.

Q. Did they do the same work they are doing now?

A. No, sir, they do not do exactly the same. They do some of the same work they used to.

Q. Do they now have men under them?

A. Yes, sir.

Q. And they are in charge of these men?

A. They outline the work for the men, yes.

Q. Under the assistance of Mr. Reier, is that right?

A. Yes, sir.

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By Trial Examiner Myers:

Q. You call them supervisors. What do you mean by that?

A. Well, they are considered about the same as a roller. They are part of the crew. They help do the work but also they are held responsible for certain reports and things which have to be turned in every day.

Q. Do they supervise the work of the other men
2566 in the crew?

A. Yes, sir.

Trial Examiner Myers. Thank you.

By Mr. Rosell:

Q. And has Girard been in there as long as Newbury and Singer?

A. Has he what?

Q. Has he been a rod inspector as long as Newbury and Singer?

A. Mr. Reier?

Q. No, Girard.

A. Yes, sir.

Q. Are there any other departments besides the inspection department and the others you have mentioned under your jurisdiction and supervision in the steel plant?

A. We have an electrical department.

Q. Who is in charge of that?

A. William Wilson.

Q. And what is his title?

A. Electrical foreman.

Q. How long has he been an electrical foreman?

A. Three or four years, the last three or four years, I think longer than that, but I am sure of that long.

Q. Who was electrical foreman before William Wilson?

A. John Houston, who died when Wilson took his place.

By Trial Examiner Myers:

Q. John Houston?

2567 A. Yes, sir.

Q. Is that spelled Houston?

A. Yes, sir.

Q. Has Wilson any assistant foremen or other men assisting him?

A. Mr. Hume,—I don't know——

Q. How do you spell that last name?

A. Hume, H-u-m-e.

Q. What is his job?

A. Well, he is just relief foreman who takes Mr. Wilson's place if Mr. Wilson is not there.

Q. How long has Mr. Hume been acting as relief foreman?

A. Well, he was already a relief foreman when Mr. Houston was there. I do not think we considered him as a foreman, though, until about three years ago, which holds true for the assistants to the mechanical foreman, which I mentioned before.

Mr. Baer. I object and move that the answer be stricken, unless he knows, that the witness not be permitted to testify except as to what he knows. When he says he thinks what his occupation was, I do not think he should be permitted to testify.

By Trial Examiner Myers:

Q. What do you base your thought on, Mr. Sommer?

A. Well, the classification of Hume and Swanson
2568 was changed. I don't know just how long ago.

Q. What is your best recollection, Mr. Sommer?

A. Well, I would say three years ago or more.

Trial Examiner Myers. The motion is denied.

By Mr. Rosell:

Q. Now, were there any other supervisors in the electrical department?

A. No, sir.

Q. Have there been any others that you have not mentioned in the last ten years, Mr. Sommer?

Mr. Baer. I object to that unless he knows.

Trial Examiner Myers. The objection is overruled.

The Witness. I don't know.

Mr. Baer. How could he possibly know.

By Mr. Rosell:

Q. At least, what were you before you became superintendent in 1935?

A. I was superintendent of the post department, which no longer exists.

Q. You have been superintendent of the steel mill at least since 1935, is that right?

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A. Yes, sir.

Q. Now, you mentioned a mechanical department. Who is in charge of that department, Mr. Sommer?

A. I mentioned that before lunch, maybe it was while we were off the record. Mr. Cromquist.

Q. Will you spell that name, please?

2569 A. C-r-o-m-q-u-i-s-t.

Q. No, we talked about that during the lunch recess.

A. Oh, yes.

Q. And what is his title?

A. Master mechanic of the steel plant or mechanical steel plant, mechanical foreman.

Q. How long has he been the steel plant mechanical foreman?

A. I would say fifteen years or more.

Q. And what other men does Mr. Cromquist have assisting him as supervisors.

Mr. Barr. I object to that. There is no foundation laid that he has any assistants.

Trial Examiner Myers. The objection is overruled.

The Witness. Fred Swanson is considered as assistant to take his place when he is not able to be there.

By Mr. Rosell:

Q. And how long has Mr. Swanson been acting as relief foreman of the mechanical department of the steel plant?

A. Why, he has been considered as the assistant mechanical foreman for about the last three years.

Q. What did he do prior to that time?

A. He is a machinist, which is the work that he does at the present time.

Q. And who assisted Mr. Cromquist before Swanson did?

A. He had no one who was considered as his assistant.

2570 Q. Does Mr. Cromquist have any other persons assisting him?

A. Yes, one other person who is called a rigger foreman. His name is William Allen.

Q. Rigger foreman?

A. Yes, sir.

Q. And how long has Mr. Allen been a rigger foreman?

A. Well, for the last four or five years.

Q. Besides Swanson and Allen does Mr. Cromquist have any other assistant acting as supervisor?

A. Well, we have for the four other men—we have four other men who are called stationary engineers who are not directly under Cromquist but they are considered as supervisors.

Q. And who are they?

A. Ralph Stewart——

Q. Is that spelled S-t-e-w-a-r-t?

A. Yes, sir, and Harry Taylor, and Lawrence Tyler.

Q. Is that spelled Tyler?

A. Yes, sir.

Q. Who is the fourth one, Mr. Sommer?

A. I am trying to recall the fourth one. The fourth one is not on the job now. There are only three of them working regularly. We did have on a forty hour basis one other, and I do not recall who it was. I can not remember now.

Q. How long has Stewart been a stationary
2571 engineer as a supervisor?

A. Well, I would say for four years or more.

By Trial Examiner Myers:

Q. Has he been a supervisor all that time?

A. I am quite sure that he has, yes, sir.

Q. All that time?

A. Yes, sir.

By Mr. Rosell:

Q. That is, for the last four years you are referring to?

A. Yes, sir.

Q. And how long has Harry Taylor been a supervisor?

A. Well, I would say four or five years.

Q. The last four or five years?

A. Yes, sir.

Q. And Mr. Tyler, how long has he been a supervisor?

A. About the same length of time.

Q. You mean for the last four or five years?

A. Yes, sir. It has been longer than that, I would say, in most of these cases, but I do not have any records and I am just depending on my memory, which I can not be sure of.

2573 Q. Are there any other departments besides those you previously mentioned under your jurisdiction?

A. One more, sir; the power plant.

Q. Who is in charge of the power plant?

A. Walter Gaumer.

Q. Walter who?

A. G-a-u-m-e-r.

Q. And what is his title?

A. Power plant superintendent.

Q. How long has Mr. Gaumer had that job as power plant superintendent?

A. Ever since the power plant started in 1940, I think it was.

Q. Does Mr. Gaumer have any assistant supervisors?

A. He has men under him who are considered as turn foremen and have the title of power plant engineers.

Q. How many of those, do you know?

A. Well, there is three, and one relief man.

2574 Q. Will you state their names, Mr. Sommer?

A. Carl George, I think a Mr. Hodson—I do not recall his first name or his initials——

Q. Is that H-o-d-s-o-n?

A. I am not positive of that, but I think that is right, and then there is VanHeuser.

Q. Do you know VanHeuser's first name?

A. I can not recall it right now, sir.

By Trial Examiner MYERS:

Q. Anytime you want to stop for a rest, why, let me know, Mr. Witness.

A. I will be glad to continue and finish this department.

By Mr. ROSELL:

Q. Who is the fourth one?

A. Turner.

Q. What is his first name, if you know?

A. Kenneth, I believe.

Q. Will you be able to supply me with the first names of Hodson and VanHeuser?

A. Yes, I can get that information for you.

Q. How long has George been acting as a power plant engineer?

A. Since the power plant started.

Q. And that was about when?

A. 1940, all of them, all of the men have been there since sometime in 1940 when the power plant started.

2577 Q. Do you have a yard foreman there?

A. Yes, sir.

Q. What is the name of that department?

A. Well, you might call it the yard department. It slipped my mind that we had that.

By Trial Examiner MYERS:

Q. What is it?

A. General yard department.

2578 Q. Commonly called the yard gang?

A. Yes, they have a group called the yard gang and also a track gang who repair switch tracks and so forth.

By Mr. ROSELL:

Q. Now, who is in charge of the yard department, Mr. Sommer?

A. Joe Herman.

Q. What is his title?

A. Head yard foreman.

Q. How long has Joe Herman been head yard foreman?

Mr. BARR. I object to it as being entirely immaterial.

Trial Examiner MYERS. The objection is overruled.

The WITNESS. Since his predecessor Dan Ackerman retired last winter.

By Mr. ROSELL:

Q. And prior to Joe Herman then Ackerman was head yard foreman?

A. Yes, sir.

Q. And for how long had Dan Ackerman been yard foreman?

Mr. BARR. I object to it as being immaterial.

Trial Examiner MYERS. The objection is overruled.

The WITNESS. Ten or more years.

By Mr. ROSELL:

Q. And does Joe Herman have any assistant supervisors in the yard department?

A. Yes, he has two track foremen and two other yard foremen.

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Q. Who are the two track foremen?

A. James Thomas and Angelo Sanseto.

2579 By Trial Examiner MYERS:

Q. Do you know how to spell his last name?

A. No, sir.

Trial Examiner MYERS. Mr. Baer, do you know how to spell his last name?

Mr. BAER. I never heard of the gentleman.

Trial Examiner MYERS. Could you ascertain the spelling of the last name?

The WITNESS. I think it is Sanseto, S-a-n-s-e-t-o, or something like that.

By Mr. ROSELL:

Q. How long has Thomas been a track foreman?

A. About two months.

Q. How about Sanseto?

A. I would say five or six years or more.

Q. You mean the last five or six years?

A. Yes, sir.

Q. Now, before Thomas became a track foreman did you have any other person acting as track foreman?

A. Everett Allen.

Q. Everett Allen?

A. Yes, sir.

Q. Is he still with the company?

A. Yes, sir.

Q. What is his job now?

2580 A. He is a yard foreman.

Q. He is one of the present yard foremen?

A. Yes, sir.

By Trial Examiner MYERS:

Q. How long was he a track foreman?

A. Four years or more, I would say.

Q. Prior to the time that he was transferred to the yard?

A. Yes, sir. All the track work is considered—the yard foremen, they nearly all have the title of yard foreman under Mr. Herman.

Q. And Allen has been a yard foreman, I take it, now, for how long?

A. Well, including the time he was track foreman, he

had always just really been considered a yard foreman, but he has been doing track work for four or five years. It is more than that, but just how much more I don't know.

Q. Now, before Joe Herman——

A. There are——

Q. Did you want to say something?

A. There are two other foremen who are foremen part of the time in the yard, Charles Graham and Bruce Birket.

Q. How do you spell Birket's last name?

A. B-i-r-k-e-t.

Q. Charles Graham and Bruce Birket. They are relief yard foremen, are they?

2581 A. Yes, sir.

Q. How long has Graham been a relief yard foreman?

A. Oh, five years or more.

Q. And Birket, how long has he been a relief yard foreman?

A. Four years, or more than that, I am quite sure.

Q. Now, what was Joe Herman before he became head yard foreman?

A. Yard foreman.

Q. How long was he a yard foreman before he became head yard foreman?

A. Oh, four or five years or more.

2582 By Mr. Rosell:

Q. Mr. Sommer, when you testified before you said there were stationary engineers and you recalled only three, isn't that right, Mr. Sommer?

A. Yes, sir, there are just three at the present time.

Q. I mean, there formerly had been a fourth one, is that right?

A. Yes, sir.

Q. Do you know if that man was John Danzizer?

A. Danzizer is the man.

Q. Was his name John?

A. I think it is.

Q. And what happened to him, Mr. Sommer?

A. Well, he is considered the relief foreman.

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Q. He is still there, is he?

A. He is still there, yes, sir.

2583 . Q. How long has he been a relief foreman?

A. Oh, I would say he has been on the job practically as long as the rest of the men have, five or six years or more.

Q. The last five or six years?

2585 Q. In the mechanical department, Mr. Sommer, does Mr. Cromquist have any other assistant supervisors besides Swanson and Allen?

Trial Examiner MYERS. I do not know what you mean by "assistant supervisors."

By Mr. ROSELL:

Q. Well, I mean supervisors who assist him—I will withdraw that question——

The WITNESS. We have a crane repair foreman who is in about the same category as the stationary engineers. They are not directly under Cromquest or the electrical engineers.

Q. Crane repair foreman?

A. Yes, sir.

Q. What is his name?

A. Dave Abbey.

By Trial Examiner MYERS:

Q. I am sorry, I did not get that last name.

By Mr. ROSELL:

Q. Is that spelled A-b-b-e-y?

A. I think it is, sir.

Q. How long has Mr, Abbey been crane repair foreman?

A. Well, five or six years or more, and he was

2586 stationary engineer prior to that.

Q. Does Mr. Cromquist have pipefitters under him?

A. Yes, sir.

Q. And does he have a foreman in charge of the pipefitters?

A. Yes, I probably overlooked that man also. His name is Louis Wagenbach.

Trial Examiner MYERS. Have you got the spelling of that, Mr. Reporter?

The REPORTER. I believe it was spelled W-a-g-e-n-b-a-c-h previously in the record.

By Trial Examiner MYERS:

Q. Is that right?

A. I believe so.

By Mr. ROSELL:

Q. What is the title of Mr. Wagenbach, Mr. Sommer?

A. Well, I think we consider him as a pipefitter foreman or head pipefitter.

Q. How long has he been pipefitter foreman?

A. For the last two or three years since his predecessor Frank McGowan retired.

2587 Q. And Frank McGowan was pipefitter foreman for how long before he retired?

A. Oh, I would say fifteen to twenty years.

Q. Are there any other foremen that Mr. Cromquist has assisting him in the mechanical department?

A. No, sir.

2588 Q. Is there a blacksmith shop there?

A. Yes, sir.

Q. Who is the head of the blacksmith shop?

A. Well, the day blacksmith is Nat Clifton, but he is not considered as a supervisor.

By Trial Examiner MYERS:

Q. Well, who is the supervisor of the blacksmith shop, if you have anybody that supervises that?

A. Mr. Cromquist has charge of the blacksmith department and we have a blacksmith and a blacksmith's helper on the day shift and a blacksmith and a blacksmith's helper on the second shift.

By Mr. ROSELL:

Q. Who is the blacksmith's helper on the second shift?

A. I wouldn't know that.

By Trial Examiner Myers:

Q. Well, who is the blacksmith's helper on the first shift?

A. I do not think I can answer that, either.

Q. Well, who is the blacksmith on the second shift?

A. I don't recall now. It may come to me later.

By Mr. ROSELL:

Q. Do you have a man named Gall in the rod mill?

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A. Yes, sir.

Q. What is his job?

A. Heater.

2589 Q. Is he a supervisor?

A. I think his name may be on the supervisory list, although the heaters are under the rollers in the rod mill.

Q. Well, does he have a crew under him,—do the heaters have a crew under them?

A. Well, it is sometimes considered that the men who handle the billets before they go into the furnace are under the heaters and that the men who have charge of the rolls and check the rods on the other end are working in the mill, but they are still under the roller.

Q. Well, doesn't the heater give them orders?

A. Yes, sir.

Q. And isn't he generally in charge of the group of men, the crew under himself?

A. He takes charge of the men back of the furnace when the mill is down for changing the rolls in the mill maybe to do some work on the rod mill furnace.

Q. And doesn't he supervise those men?

A. Well, I would say yes, he supervises them part time.

Q. How many heaters do you have?

A. One on each shift.

Q. Do you know who they are besides this man, his name, what is his first name?

A. John Gall, I think it is.

By Mr. Rosell:

Q. How long has Mr. Gall been the heater?

2590 A. Oh, ten years or more, I think more than ten years.

Q. Who are the other two heaters?

A. There is a Henry VanHeuser, and I do not recall the other man's name right at the present time.

Q. Is that Mr. Reid?

A. No, Mr. Reid is in the blooming mill. He is a heater in the blooming mill.

Q. There are two kinds of heaters, are there?

A. Three heaters in the blooming mill and three in the rod mill, two separate mills.

Q. The heaters in the blooming mill have the same job as the heaters in the rod mill, do they?

A. They are somewhat similar.

By Trial Examiner MYERS:

Q. The heaters in the blooming mill have more authority than the heaters in the rod mill?

A. No, they are about on the same level. They have a soaking pit foreman over the heaters in the blooming mill.

By Mr. ROSELL:

Q. And do the heaters in the blooming mill have crews under them?

A. No, I would say that the crews are under the soaking pit foreman, since we put soaking pit foremen on; prior to that time they were probably considered as under the heater, the men who took care of the bottoms of the furnaces and took out the pit cinders.

Q. And when was that done?

2591 Trial Examiner MYERS. About a year and a half or two years ago, is that right?

The WITNESS. Yes, sir.

By Mr. ROSELL:

Q. Well, see if I understand you correctly: Prior to that time the heaters were in charge of the crews, were they?

A. Yes, they were considered as being in charge of a few men that helped to take care of the soaking pit. The soaking pits are heating furnaces in which the 6,000 blocks of steel or ingots are put into heat before they are rolled.

By Mr. ROSELL:

Q. Are they soaked in acid?

A. No, sir.

Q. I am just guessing.

Trial Examiner MYERS. Well, let us not go into the technical parts of the operation.

By Mr. ROSELL:

Q. Who are the heaters in the blooming mill?

A. Verne Mefford, Everett Reed and Joe Flores.

Q. What is Reed's first name?

A. Everet, I think.

Q. How do you spell Flores' last name?

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A. Flores, F-l-o-r-e-s.

Q. And how long has Verne Mefford been a heater in the blooming mill?

A. Except for a short time when he was a soak-
2592 ing pit foreman he has been a heater, I would say for fifteen years or more.

By Trial Examiner MYERS:

Q. When was he the soaking pit foreman?

A. Right after we put three shifts on. I explained before that he was on for, I think, eight months or more, but he chose to go back to the heating, so we put him back as a heater.

By Mr. ROSELL:

Q. How long has Reed been a heater?

A. Oh, eight, ten years or more.

Q. And Joe Flores, how long has he been a heater?

A. He has been a regular heater for about seven or eight months.

Q. Now, who was the heater prior to Joe Flores?

A. Tom Parker.

Q. And how long was Parker a heater?

A. Oh, for ten or fifteen years.

2615 Mr. ROSELL. Mr. Examiner, while we are waiting for Mr. Hinnen, I would like to have the reporter mark these two documents as Board's Exhibit No. 118 for identification, which is a list dated December 1, 1943, with the words reading on top, "Wire Mill Supervisory Force", with the word "Name" and then the names listed below that; then to the right is the word "Position", with the positions listed below that. That consists of two pages and contains cross marks—did you make those, Mr. Baer?

Mr. BAER. Mr. Moritz made the marks.

Mr. ROSELL. With corrections, I take it——

Mr. BAER. No, the cross marks designate the names of all of the persons named on that exhibit entitled "Wire Mill Supervisory Force", who are in fact supervisors and who are representatives of the company with the right to hire and fire.

Mr. ROSELL. Well, that is the company's position as to those check marks, is that correct?

Mr. Baer. That is correct, and all other names
2616 that do not have crosses in front of them are persons that are not supervisors, even though they appear on that list.

Trial Examiner Myers. What do you intend to prove by that list, Mr. Rosell?

Mr. Rosell. It is the Board's provision that persons on that list are supervisors; that certain of those persons have been and some are presently having dues deducted in their behalf.

Trial Examiner Myers. He says they are not; you say they are; how am I to decide the issue?

Mr. McGrath. That will have to be proven by evidence.

Mr. Rosell. I say, Mr. Examiner, well, that is Mr. Baer's interpretation. It is the Board's position that these persons are all supervisors and that some of them have had, as I just said, their dues deducted.

Trial Examiner Myers. Well, we are right back where we were at one o'clock today.

Mr. Rosell. The company has records, further records, indicating whether they are or are not supervisors.

Trial Examiner Myers. This is only offered in corroboration of the other testimony?

Mr. Rosell. Pardon, sir?

Trial Examiner Myers. I say, this is only offered in corroboration of the other testimony—you offer this to corroborate certain testimony?

2617 Mr. Rosell. I do that, and I offer it with that purpose and other records of the company.

Trial Examiner Myers. All right. Is there any objection to that?

Mr. McGrath. No objection.

Mr. Baer. No objection to the list of names with the crosses going in as a supervisory list, but there is an objection as to any other names on that list that go in as not being supervisors.

Mr. McGrath. And no foundation has been laid to show that they are supervisors.

Mr. Rosell. Mr. Examiner, I will introduce the list as it is; the list as I saw it on Saturday had no crosses or checks or corrections.

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Mr. BAER. Well, in view of Mr. Rosell's position we object to the list going in. It is headed "Supervisory List" when as a matter of fact it contains names that are not supervisors, and there has not been sufficient foundation laid to enter the exhibit as a supervisory list.

Trial Examiner MYERS. Is that a document that comes from the company files?

Mr. BAER. Yes, sir.

Mr. ROSELL. Well, I offer it as it is, without any interpretation as far as the Board is concerned, as to any cross marks which have been added, and I refer
2618 only to that portion of it which has been mimeographed, or whatever form of duplication that is——

Mr. BAER. I do not believe it is any form of duplication. It appears to have been written on a typewriter. That is just typewritten with a blue ribbon.

Trial Examiner MYERS. May I look at this paper, please?

(Document handed to Trial Examiner.)

Mr. ROSELL. Mr. Examiner, so that we may facilitate any argument on the matter, I will offer this "Steel Plant Supervisors and Assistant Supervisors" list——

Trial Examiner MYERS. Wait, I have to rule on one paper first. What have you to say about this, Mr. Baer?

Mr. BAER. Mr. Examiner——

Mr. CHAMPION. The intervener objects to Board's Exhibit No. 118 on the ground that there has not been a proper foundation laid to show——

Trial Examiner MYERS. For instance, what?

Mr. CHAMPION. The mere fact that that list is headed "Wire Mill Supervisory Force" is not evidence in itself that the names of the men that appear on there are in fact supervisors within the meaning of the National Labor Relations Act, and that there is no foundation laid for that by merely offering a typed list which has names which are marked "Supervisory". It might be supervisory in some sense of the word and still not be
2619 supervisory in so far as the interpretation of that word in connection with the National Labor Relations Board or the Wagner Act, and without prolonging it, Mr. Examiner, in other words, if that is received in

evidence without evidence, it would be placing, as I see it, a legal construction on the word "Supervisory", as far as the Wagner Act is concerned, where there is no foundation laid at all.

Mr. McGrath. In this connection I would suggest that the Board could have easily called witnesses to explain that document and lay some foundation that will enable the Examiner to determine whether or not it was a proper instrument in itself.

Mr. Rosell. Mr. Examiner, that document comes from the company's files, and I say that it speaks for itself. It is not anything that I am trying to interpret in any way at all, other than what the document itself shows.

Mr. Baer. Mr. Examiner, that is the very objection that we have. He wants that list in here, Mr. Rosell does, knowing that we advised him that that contains the names of people who are not what the list purports to be, that is, supervisors—just like our telephone directory that we previously discussed in this case, there are lots of men in there who are in no sense supervisory, still they are on a supervisory list. They were there for the purpose of having men available in the case of emergencies, head janitors, and all kinds of names that could in no sense be termed supervisors.

2620 Trial Examiner Myers. All right. For example, you have a man here named Harry Zimmerman. It says, "Assistant Foreman in Charge", purporting to be the assistant foreman in charge of drawing and patenting department. Wouldn't that be an admission against interest if this paper comes from the company's files in regard to that man?

Mr. Baer. No, sir, because there are many instances where in the company the man is a working foreman and he may make a special appeal to the superintendent to be called an assistant foreman when in fact he is not, and if the man desires that kind of designation sometimes it will be granted when as a matter of fact he is not the type of employee that he is named on these lists, and that is the very basis of my objection. If this company kept accurate lists of these names, and its custom was to put men on these kinds of lists, that were actually only supervisors, by actual job, that they held, then we would have no objec-

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tion to it. That is not the fact. That is the fact we want to show and Mr. Rosell has been advised of it. We want him to lay the proper foundation to——

Trial Examiner MYERS. I think that is up to you to disclaim this.

Mr. BAER. Well, we can do that, Mr. Examiner, but it just strikes me that here is a Board representative who should not wish anything in this record that is not entirely according to the facts, and being advised of the
2621 fact he deliberately is willing to put the paper in the record, and if we don't come back and disclaim against it he is willing to let it stand. I am amazed at such conduct on the part of a Board representative.

Mr. ROSELL. And I am likewise amazed at the assertion that you could possibly make of a document gotten out by your company would speak for itself and then merely make an assertion to me and because you make the assertion you want me to state for the record that you believe, and it is merely your position. I offer the document for what it says, for what it is worth. It is your document. It is not mine. It is not my position. It is something you got out. I offer the document. It speaks for itself. If you have anything to rebut, if you want to explain it, that is up to you.

Trial Examiner MYERS. When I read the name of Harry Zimmerman, I do not think I read it correctly. I will read what it says here: "Harry Zimmerman, Drawing and Patenting Department, Ass't. Foreman in charge of Clerks".

I left off the words "of Clerks", because the words "of Clerks" appear on another line below it. I did not see that when I first read it.

Mr. BAER. He might be just one of the clerks.

Trial Examiner MYERS. I am not passing upon that. I just wanted to correct my former statement.

I will overrule the objections and receive the paper
2622 in evidence, and I will ask the reporter to please mark it as Board's Exhibit No. 118.

(The document heretofore marked "Board's Exhibit No. 118" for identification was received in evidence.)

Mr. BAER. Mr. Examiner, I just wish the record to show here that this is another example where, in order to help

expedite this case, we have complied with the request of Mr. Rosell for certain information. We furnish him the information with a complete explanation as to what it is, and he deliberately has taken this paper that we give him in order to expedite this case, and has been willing to accept the document, but has deliberately refused to have this record show the correct facts. He has done nothing which in any way supports his position that these men on that list are supervisors, notwithstanding the fact that he has been told the facts. We turned this thing over to him voluntarily, not only the list, but our entire file that we have of all employees, so that he can get all the facts, so they are all available. We have done that voluntarily and he elects to take part of what we have given him to make a misstatement into the record as to what the facts are.

Trial Examiner MYERS. I do not believe he made a misstatement. He thinks the paper should go in and you made a statement which purports to show, according
2623 to your information, what the paper should reflect. Now, he has a different theory as to what the paper reflects from that of yours. Now——

Mr. BAER. It is not a matter of theory, Mr. Examiner, it is a matter of actual facts.

Trial Examiner MYERS. This paper must have been drawn up from some records. Now, where are the personnel records regarding these men? Now, what do they show? The records that are supposed to be in charge of Mr. Speight or which are in charge of Mr. Speight, what do they show as to John A. Moritz, the first name on the list, and the next man is John L. Sanderson, Florence Joseph—will they show just what the company considers these people?

Mr. BAER. They may and may not, as we have stated to him.

Trial Examiner MYERS. Why don't you bring him here, put Mr. Speight on the stand? I will call him as my witness.

Mr. BAER. Well, Mr. Speight probably does not know the man. The one that would know would be the superior of whatever man you are making reference to. In the wire mill Mr. Moritz would know; in the steel mill, Al Sommer would know.

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Trial Examiner MYERS. This is the wire mill list and is signed by John A. Moritz, Superintendent of the Wire Mill.

Mr. BAER. I think that would be very fair if the Examiner would put Mr. Moritz on the stand and interrogate him with reference to the names not marked with Xs, just so the record will reflect what the actual facts are.

2624 Trial Examiner MYERS. Well, I will call Mr. Speight first with the personnel records.

Mr. ROSELL. Mr. Examiner, before we proceed on that, because it is along the same line, could I have this document marked as Board's Exhibit No. 119, please?

(Thereupon the document above referred to was marked "Board's Exhibit No. 119" for identification.)

Mr. ROSELL. I understand that Mr. Baer does not have any copies of either 118 or 119 for identification, so that if they are received or rejected, copies may be made by Mr. Baer. He says that he wanted to make copies.

Mr. BAER. I want to say in that regard that we wish to have copies made right now.

Mr. ROSELL. I have had the document marked as Board's Exhibit No. 119 for identification which purports to be the "Steel Plant Supervisors and Assistant Supervisors" list.

Mr. CHAMPION. Is that being offered at this time?

Mr. ROSELL. I will offer Board's Exhibit No. 119.

Mr. CHAMPION. I wish, Mr. Examiner, to make the same objection to Board's Exhibit No. 119 as was made to Board's Exhibit No. 118.

Trial Examiner MYERS. And you, Mr. Baer?

Mr. BAER. With reference to this exhibit marked for purposes of identification as Board's Exhibit No.

2625 119, the only supervisory employees who have authority to hire and fire and who are representatives of the company are the ones that are marked with a red X after the name of the individual. All the rest of the employees are not supervisors in the sense that they have the right to hire or fire or in any way are they representatives of the management.

Mr. ROSELL. That, I take it, Mr. Baer, is the company's position as to those individuals marked with the red Xs?

Mr. BAER. That is the company's position, and it is also the fact.

Mr. ROSELL. Well——

Trial Examiner MYERS. Well, I will not pass upon the fact as the present time, but I will overrule the objection and receive the paper in evidence and I will ask the reporter to please mark it as Board's Exhibit No. 119.

(The document heretofore marked "Board's Exhibit No. 119" for identification was received in evidence.)

Mr. BAER. Can we take them now to have them copied?

Trial Examiner MYERS. Wait. I want to ask him about this.

Will you stand up, Mr. Speight, please, and be sworn?

WILLIS SPEIGHT was called as a witness by and on behalf of the National Labor Relations Board, having been first duly sworn, was examined and testified as follows:

2626 Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?

A. Willis Speight.

Q. Will you please spell your last name?

A. S-p-e-i-g-h-t.

Q. Where do you live, Mr. Speight?

A. 505 Barker Avenue, Peoria, Illinois.

Q. Have you the personnel records of the persons listed on this exhibit, Board's Exhibit No. 118?

A. Yes, sir.

Q. I mean, have you got them present here?

A. No, sir.

Q. In the hearing room?

A. I do not have these.

Q. Could you get them, please?

A. I have only the steel plant and that is the wire mill.

Trial Examiner MYERS. I am sorry, Mr. Baer, but will you get that other paper back, please?

Mr. BAER. Very well. Then let us take this one instead.

Trial Examiner MYERS. Off the record.

(Discussion off the record.)

Trial Examiner MYERS. On the record.

By Trial Examiner MYERS:

Q. Mr. Speight, are you employed by the Keystone Steel & Wire Company?

A. Yes, sir.

2627 Q. How long have you been in its employ?

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A. Nineteen years.

Q. And what is your present position with the company?

A. Personnel director.

Q. How long have you held that position?

A. Oh, four or five years.

Q. And what position did you hold immediately prior to your position as personnel director?

A. Employment manager.

Q. How long did you hold that position?

A. Oh, probably some five years.

Mr. ROSELL. I cannot hear him, Mr. Examiner.

The WITNESS. I will try to speak a little louder.

By Trial Examiner MYERS:

Q. What position did you hold immediately previous to that?

A. Assistant employment manager.

Q. What posiiton did you hold previous to that?

A. That is what I started in with.

2629 Q. Now, will you explain just what your duties were as employment manager and what they are as employment director?

Mr. BAER. Personnel director.

By Trial Examiner MYERS:

Q. Yes, personnel director?

A. Well, they are practically the same thing; it is merely a change in the title in order to give a little more authority to my assistant.

Q. And who is your assistant?

A. Otto Bosch.

Q. What are your duties?

A. Employing workers for the plant, keeping personnel records, responsibility for insurance records, and all the records that go with the department.

Q. And you are the custodian of the personnel records?

A. Yes, sir.

Q. Now, have you got the personnel records for the steel plant here?

A. Well, I have part of them.

Q. Well, have you got the personnel file of A. H. Sommer?

A. Yes, sir, I am pretty sure that is here.

Q. What does that personnel file reflect, Mr. Speight? Mr. Baer, Mr. Al Sommer is here in the room now, if you——

2630 Mr. BAER. Thank you.

The WITNESS. How thorough—just how much information do you want?

By Trial Examiner MYERS:

Q. What is his present job classification, as shown by that file?

A. Well, the record shows that on September 5, 1935 he was appointed as assistant to the general superintendent.

Q. Of what?

A. It does not say.

Q. Well, is that of the steel mill?

A. The record does not show.

Q. Assistant superintendent of the plant?

A. It says, "A. H. Sommer has been appointed assistant to the general superintendent, effective immediately".

Q. And that is signed by R. E. Sommer, Vice-President and General Manager?

A. Yes, sir.

Q. Now, what does the personnel record of W. R. Conn show as to what job classification he presently holds?

A. The record shows that he is chief clerk of the steel plant office department.

Q. And does it show when he was appointed to that position?

A. June 21, 1917.

Q. According to this list that is Board's Exhibit No. 119, he is classified as chief clerk and rod dock su-

2631 perintendent. Is that in accordance with your record?

A. I have no record here of that.

Q. All right. Now, what does the personnel record of Harty Mahaney show as to his present position with the company?

Mr. ROSELL. What was the first name, Mr. Examiner?

Trial Examiner MYERS. H-a-r-t-y.

Mr. ROSELL. Thank you.

The WITNESS. The record shows that he is a steel plant clerk.

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By Trial Examiner Myers:

Q. And when was he appointed to that position, according to the personnel file?

A. According to that record he was employed August 13, 1923.

Q. When did he become clerk?

A. That is the only record I have.

Q. According to Board's Exhibit No. 119, he is classified as timekeeper and assistant chief clerk. Does your record show that?

A. It does not.

Q. When was the last entry made on his personnel file?

A. August 13, 1923.

Q. And there has been no entry since that date?

A. I have no entry since.

Q. None of the memoranda you have in your hand now discloses any different job classification?

A. It does not.

2632 Q. Can you explain that, Mr. Speight?

A. No, I cannot.

Q. Is the personnel office notified whenever a change in position is made of the employees in the steel mill?

A. Is the employment office notified?

Q. Yes, your office.

A. Well, I would not know.

Q. Well, do you ever get any notifications?

A. We get some, yes.

Q. What do you mean by that, sometimes people are changed?

A. Occasionally they send us a notice.

Q. And they do not always send you a notice?

A. They do not.

Q. Of a change of job classification?

A. That is right, sir.

Q. When you say "they", who do you mean, Mr. A. H. Sommer?

A. Well, yes.

Q. Now, will you look at the file of George Meyers and tell me what job classification he presently holds with the company, according to your record?

A. The record shows he is chief scrap inspector and the date of the appointment was June 1, 1942.

Q. Do you know if he ever was appointed weigh master as well as scrap inspector?

A. The record does not show an appointment to
2633 the position of weigh master. It does show that he was a weigh master before his appointment, but it does not show any appointment to the position.

Mr. Rosell. May I have that read, please?

(Record read.)

By Trial Examiner Myers:

Q. Does it show when Mr. Meyers was appointed weigh master?

A. It does not.

Q. Now, will you look at the file of R. S. Simmons and tell me what your files show as to Mr. Simmons' present job classification?

A. The record shows that he is general metal-urgist.

Q. Does it show when he was employed——

A. Employed December 28, 1935.

Q. As such?

A. Yes, sir.

Q. And he has held that position since?

A. As far as the record shows.

2636 Mr. Baer. We will stipulate all those people we have marked there with Xs, we will stipulate that they are officials and that they are supervisory employees and representatives of the company as designated by the title on that list.

Now, we will stipulate that right now, if you wish to stipulate it, and then we only have to make inquiry into the ones that are not marked with Xs.

Mr. Rosell. I do not have the list in front of me, and not knowing which you have marked with an X, I cannot stipulate.

2637 Trial Examiner Myers. There are only eleven marked with Xs out of 50 or 60.

Mr. Baer. Well, it would save an hour if you would eliminate the eleven.

Trial Examiner Myers. All right, I will eliminate the ones with the Xs. Is that all right with you, Mr. Rosell?

Mr. Rosell. Yes, in view of the company's stipulation that those persons marked with an X are definitely supervisors.

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Trial Examiner MYERS. That is, those having red Xs?
Mr. ROSELL. Those having red Xs.
Mr. BAER. On that list, yes.
Trial Examiner MYERS. Then you do not have to bother with Mr. Reyer's file.

By Trial Examiner MYERS:

Q. The next name is John Nordstrum. Will you kindly look at his file, Mr. Speight, and tell me what job he presently holds with the company?

A. The record shows that he was appointed to assistant chief metallurgist on November 5, 1943. That is effective November 8, I beg your pardon.

Q. And what job did he hold immediately preceding that appointment?

A. The record shows that he held a job as metallurgist.

Q. And when was he appointed metallurgist?

A. The record shows that he was hired as a
2638 metallurgist on May 15, 1934.

Q. And he held that position up to the time he was appointed assistant chief metallurgist, is that right?

A. That is right, that is what the record shows.
2642 Q. Now, will you look at the file of L. Gerard and let me know what his present position with the company is?

Mr. BAER. What is his first name?
2643 (Record read.)

The WITNESS. The record shows that he is an inspection foreman.

By Trial Examiner MYERS:

Q. And when was he appointed to that position?

A. February 6, 1939.

Q. And what was his position prior to that time?

A. The record shows he was a steel plant laborer.

Q. Prior to becoming foreman?

A. Yes, sir.
2644 Q. All right. Now, will you look at the file Steve Singer and tell me what his present position with the company is, according to your file?

A. The record shows he is a rod inspection foreman.

Q. When did he become that?

A. The record does not show when he became that. It

shows he was a rod inspection foreman on February 6, 1939.

Q. What does that mean? That he could have been appointed to that position prior to that date?

A. Yes, sir. This slip shows an increase in pay. It merely states that he was a foreman.

Q. Prior to that date?

A. Employed as a foreman actually on that job and received an increase in pay?

2645 Q. I mean, he was a rod inspection foreman prior to February 6, 1939?

A. He could have been.

Q. Well, will you please read what his jobs were from the very beginning of his employment with the company?

Mr. Barr. Mr. Examiner, I object to his testimony. "Could have been", that indicates that the witness does not know.

The Witness. I am sorry.

Trial Examiner Myers. I will sustain the objection.

The Witness. I have got to go way back here now: The record shows he was employed August 27, 1933 as a wire drawer learner.

By Trial Examiner Myers:

Q. Wire drawer?

A. As a wire drawer learner, clock No. 254; on October 17, 1933, he was laid off; December 18, 1933, he was hired as a laborer in the millwright department, clock No. 1629; December 18, 1933, he was transferred from laborer in the millwright department to laborer in the shipping department and given a clock No. 1390; on May 18, 1934, he was transferred from the shipping department to the galvanizing department and given clock No. 500; on October 12, 1934, he was laid off; March 29, 1935, he was hired as a laborer in the steel plant yard and given clock No. 2989; on September 1, 1935, he was trans-

2646 ferred from a laborer in the yard to laborer in the rod dock; December 6, 1935, he was transferred from laborer in the rod dock to a laboratory job and given clock No. 2055; on April 23, 1936, he was transferred from sample cutter in the laboratory department to sample cutter in the rod dock, and his new clock number was 2664; the last slip I have here shows a rate change

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effective February 6, 1939 and at that time the record shows he was holding a job as rod inspection foreman.

Q. What is his clock number at the present time?

A. His clock number is 2664.

Q. And he is holding that position at the present time, is that right?

A. According to that record, yes.

Q. Now, this paper which shows the appointment as rod inspection foreman, is that right? Does that paper show he was appointed rod inspection foreman?

A. It does not.

Q. What does it show?

A. He shows that he had a pay increase on this date.

Q. Well, will you just describe what that means?

A. Well, this record indicates that on this date his rate per hour was changed from one figure to another.

Q. And your office received a notification of that?

A. This is the record that we received.

Q. And does it show anybody approving that wage increase?

2647 A. It shows the approval of R. S. Simmons and D. P. Sommer.

Q. And what is the name "R. S. Simmons"?

A. Foreman.

2652 Q. Now, when Mr. Hynbaugh was first employed, to what foreman was he assigned, according to your file, or rather, put it this way, to whom was he assigned?

A. The first time he was hired?

Q. Yes.

A. He was assigned to the steel plant yard department.

2653 Q. And to any particular person?

A. To Ackerman.

Q. As what?

A. Ackerman was foreman.

Q. At the time he was assigned to that department?

A. Yes, sir.

Q. That is the time Hynbaugh was assigned to that department?

A. Yes, sir, when he was first hired, April 28, 1936, he was assigned to Mr. Ackerman in the steel plant yard department.

Q. Well, is Mr. Ackerman still in the employ of the company?

A. He is not.

Q. What are Mr. Ackerman's initials, or his first name?

A. Dan.

Q. Was it "D. J."?

A. Yes, sir.

Mr. Examiner, I would like to change my testimony——

Trial Examiner MYERS. The witness says that he would like to correct his testimony as to Mr. Hynbaugh.

The WITNESS. The record shows that he was hired as a tester May 28, 1942, on clock No. 2668.

By Mr. ROSELL:

Q. What date was that?

A. The slip is dated the 28th, but he started to work on May 29, 1942.

Q. And the number?

2654 A. No. 2668.

By Trial Examiner MYERS:

Q. That shows he returned to the company's employ after a leave of absence, does it not?

A. Yes, sir.

Q. Was he assigned to any particular person?

A. He was assigned to Ted James of the rod dock.

Q. What designation have they got for Mr. James there?

A. Foreman.

Q. And is Ted James also known as "O. T. James"?

A. Well, I don't know how to answer that. He is, in my knowledge, the one and same man.

Q. He is commonly referred to around the plant as Ted James, isn't he?

A. That is correct, yes, sir.

2655 Q. And when was Mr. Swanson first employed by the company?

A. April 21, 1920.

Q. In what department?

A. Machinist in the machine department.

Q. And to whom was he assigned?

A. Joe Ramseyer, the foreman.

Q. Will you please spell his last name?

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A. R-a-m-s-o-y-e-r.

Q. How long did he hold that position?

A. As far as the records go, he still holds that job.

2656 Mr. Rosell. Is there a slip dated there November 27, 1940?

The Witness. Yes, sir.

By Trial Examiner Myers:

Q. What does that show?

A. Well, that is what I testified first, that shows that he was employed as a machinist on December 1, 1940. This is a change of rate slip.

Mr. Rosell. Is this 11-27? May I see that, please? (Document handed to counsel.)

Trial Examiner Myers. You want to see this?

Mr. Rosell. Yes, if you please. Mr. Witness, on the back of this slip is there any indication——

Trial Examiner Myers. Do not examine him now. What do you want? Do you want this read into the record, what is on the reverse side of the slip?

Mr. Rosell. Yes, sir.

By Trial Examiner Myers:

Q. All right, will you kindly read that into the record?

A. "Fred Swanson's responsibility and work are comparable to that of the stationary engineers, and he takes the place of the steel plant master mechanic during the steel plant master mechanic's absence. It is there-
2657 fore recommended that his hourly rate be the same as that of a stationary engineer, which is 5 cents per hour less than his present rate, and he be put on a cost bonus equal to that which is being received by the stationary engineers. The stationary engineers' bonus was established in 1937 and was given to them instead of a 10 cent increase—a 10 cent per hour increase in their hourly rate."

Q. Now, look at the front part of that paper, and who approved the change in rate?

A. W. P. Kronquist, the foreman.

Q. Now, will you turn to the file of C. A. Hume and tell me what your personnel files show that Mr. Hume's present position is?

A. I cannot make out that word there (handing document to the Trial Examiner.)

Trial Examiner MYERS. Off the record.

(Discussion off the record.)

Trial Examiner MYERS. On the record.

By Trial Examiner MYERS:

Q. Now, will you tell us what that means?

A. The record shows a transfer effective December 1, 1940—correction, that is a rate change, not transfer—a rate change November 28, 1940, for C. A. Hume, No. 2705.

Q. And what was Mr. Hume's position at that time?

A. Well, the writing is very indistinct. It ap-
2658 pears to be "Assistant Electrical Foreman."

Q. And according to your records, does he still hold that position?

A. That is the last entry that was made in the record.

Q. And does your record show what position he held prior to the date of the rate change, I mean, immediately before that?

A. Well, the next record, that is, prior to the one we have just examined, is dated December 18, 1933, and at that time he was an electrician.

Q. Well, you don't know whether he was appointed assistant electrical foreman?

A. I do not.

Q. Now, will you read in the record the various clock numbers that Mr. Hume had?

A. 2770; 2607; 2312; 2559; 2338; 2521; 2712; 2139; and 2705.

Q. Now, would you read into the record the reverse side of that rate change effective December 1, 1940?

A. "Mr. Hume's responsibilities and work are comparable to that of the stationary engineers and he takes the place of the steel plant electrical foreman during the electrical foreman's absence. It is therefore recommended that his hourly rate be the same as that of the stationary engineers, which is 5 cents per hour less than his present rate, and that he be put on a cost bonus equal to that which is being received by the stationary engineers.
2659 The stationary engineers' bonus was established in 1937 and was given to them instead of a 10 cent per hour increase in their hourly rate."

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Q. Now, will you turn to the file of Frank McQuown, and tell me whether Mr. McQuown is still in the employ of the respondent? That name is spelled M-c-Q-u-o-w-n.

A. The record shows that he was retired October 15, 1943.

Q. What was his position when he retired?

A. Foreman of the pipe department.

Q. And was he retired by the company?

A. Yes, sir.

Q. How long did he hold a position as foreman of the pipe department?

A. Since August 8, 1910.

2663 WILLIS D. SPEIGHT resumed the stand and testified as follows:

DIRECT EXAMINATION (Continued)

Trial Examiner MYERS. I think, Mr. Speight, if you sit next to me up here (indicating), that we will be able to proceed more expeditiously.

Mr. BAER. Well, we would rather be able to have the records with us, if we could.

Trial Examiner MYERS. I would not be able to see them in order to examine them.

Mr. BAER. He will bring any up to you that you want.

Trial Examiner MYERS. All right. Let him do it that way, then.

By Trial Examiner MYERS:

2664 Q. Mr. Speight, will you look at the personnel file of Louis Wagenbach, and would you please tell me what his present employment is with the company?

First, you had better come up here.

Mr. BAER. Well, Mr. Examiner, I want to——

Trial Examiner MYERS. Very well. Show the whole file to Mr. Baer first.

Mr. BAER. Mr. Examiner, in order to save time is there any objection if I sit next to him up there with you?

Trial Examiner MYERS. Not at all, the three of us can sit up here.

The WITNESS. The record shows that he was an assistant foreman as of August 9, 1942, in the pipefitter department.

By Trial Examiner Myers:

Q. How long did he hold that position?

A. The record does not show.

Q. Has he held that position since August 9, 1942?

A. The record shows that he was assistant foreman at that time.

Q. What is he now?

A. I don't know.

Q. What records do you need to find out what he is at the present time?

A. Well, I have no record to show.

Q. Well, as far as your record shows he is at the present time assistant foreman, is that right?

2665 Mr. Baer. No, sir.

The Witness. He was appointed assistant foreman—pardon me. The record shows that he was considered as an assistant foreman.

By Trial Examiner Myers:

Q. Where does it say "considered"?

A. The reason for change considered as assistant foreman. This is a rate change slip where his rate was changed, and as a reason for the change it says he was considered as assistant foreman.

Q. Where is the word "was"?

A. I do not see it.

Q. What does it say? Will you read what it says?

A. (Reading) "Reason for change: Considered as assistant foreman, proposed date and hour of change, August 9, 1942."

Q. What is the date of that request for change?

A. August 14, 1942.

2666 Q. And what was his clock number prior thereto—now, wait, before you answer. I will withdraw that question.

By whom is that request for change approved?

A. A. H. Sommer.

Q. And who else?

A. W. P. Kronquist, foreman.

Q. What title appears after the word "A. H. Sommer"?

A. Superintendent.

Q. What other clock numbers did Mr. Wagenbach have?

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A. 2197; 2250; 2917; 2108; and 2756.

Q. Now, will you please look at the personnel file——

Mr. ROSELL. Mr. Examiner, before you proceed to another person, could I ask the slip dated 10-18-33, if it is in there, to be examined by the witness?

By Trial Examiner MYERS:

Q. Have you got a slip dated October 18, 1933?

A. Yes, sir.

Q. Will you read what is on that slip, please?

Mr. BAER. Why read everything that is on that slip? If Mr. Rosell wants any specific information, why not put that in?

Mr. ROSELL. I am going to object to Mr. Baer's interjecting any remarks prior to the examination of the witness. I cannot see——

Mr. BAER. Pardon me. Mr. Examiner, I am going
2667 to reserve the right to make any such objections as I see fit, Mr. Rosell's objection notwithstanding.

Trial Examiner MYERS. You make whatever objections you think should be made on behalf of your client.

The WITNESS. This is a request for change dated 10-18-33, involving L. Wagenbach, clock No. 2108, employed as a pipefitter, open hearth department, to be employed as pipefitter in the pipefitter gang. Old rate, tonnage; new rate, 65 cents; new clock No. 2756. Reason for change, needed in gang to replace man off and break in for foreman. Proposed date and hour of change, 7:00 a.m. 10-20-33, approved Joe Ramseyer, manager, and W. P. Kronquist, foreman.

By Trial Examiner MYERS:

Q. Whose initials are those (indicating)?

A. I don't know.

Trial Examiner MYERS. Off the record.

(Discussion off the record.)

Trial Examiner MYERS. On the record.

By Trial Examiner MYERS:

Q. Now, Mr. Speight, will you please turn to the personnel file of William Garretts and tell me what your personnel file shows the job of Mr. Garretts to be at the present time?

Mr. BAER. Mr. Examiner, Mr. Speight testified in answer

to your inquiry yesterday that his files do not necessarily reflect the positions of any of those people are at
2668 the present time.

Trial Examiner MYERS. Mr. Baer, do you know the purpose of my examination of this witness?

Mr. BAER. I have an idea; I am not sure, but——

Trial Examiner MYERS. My purpose in examinig this witness is because you charged Mr. Rosell, and by charging Mr. Rosell you intimated that the Board was trying to suppress some of the facts. Mr. Rosell said this record shows certain statements, and the company was bound by it, and you said Mr. Rosell was introducing this paper, well knowing that the facts pertaining to this paper were incorrect.

Mr. BAER. I still repeat everything I said in that regard. My objection to this question you just asked him is that by Mr. Speight's own testimony he stated there is nothing in his personnel record upon which he could testify what the present positions of any of those men are, because he said that in many, many cases he is given no information as to when a man is promoted or demoted, and therefore his records are not accurate. Therefore, the questions must be limited as to what the records show.

Trial Examiner MYERS. The objection is overruled, and will you read to Mr. Baer what I asked this witness?

(Record read.)

Mr. BAER. I still object on the ground that this witness, unless he knows of his own knowledge, cannot show
2669 what this man's job is at the present time, because you brought out yourself, through this witness, that the record does not show——

Mr. ROSELL. That is not correct, Mr. Examiner.

Trial Examiner MYERS. The objection is overruled. Will you answer the question?

Mr. BAER. Only if he can answer as to what he knows.

Trial Examiner MYERS. Will you please answer the question, Mr. Witness?

The WITNESS. I do not know what his job is at the present time.

By Trial Examiner MYERS:

Q. What does your record show?

A. The record shows that on March 16, 1937, he was a

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mason foreman on salary,—I would like to make a correction there. That was effective March 18th, date of request March 16th.

Q. 1937?

A. 1937.

Q. Go ahead. Was there any change in his position according to your record since that date?

A. That is the last record that I have.

2670 Q. Now, this request for change dated 8-13-36, what position did Mr. Garretts have as of that date, according to that slip?

A. Mason foreman.

Q. And was his rate changed?

A. Yes, sir.

Q. Effective as of what date?

A. 8-30-36.

2671 Q. The change was to what from what?

A. $1 to 93 cents an hour.

Q. And whose initials appear on that slip?

A. "D. P. S., superintendent."

Q. Who is that?

A. Dan Sommer.

Q. Well, do you know Mr. Sommer's handwriting?

A. Yes, sir.

Q. Does that look like his handwriting?

A. Yes, sir.

Q. Who else's initials are on there?

A. W. P. Kronquist, foreman.

Q. These initials are what?

A. W. D. S., employment manager.

Q. Who is that?

A. That is myself.

Q. Did you put your initials on there?

A. Yes, sir.

Q. And whose name is signed there?

A. Do you mean here, W. P. Kronquist, foreman?

Q. Now, on this request for change, whose initials are on that, dated 12-30-36?

A. D. P. S., superintendent, and W. D. S., employment manager.

Q. And whose inititals are those?

2672 A. Dan Sommer's and my own.

Q. Did you put your initials on there?

A. Yes, sir.

Q. Now, showing you a request for change dated 12-8-35, what job did Mr. Garretts hold according to that paper as of that date?

A. Bricklayer.

Q. And was his rate changed?

A. Yes, sir.

Q. What was it changed from?

A. Seventy-five and a half cents to eighty-three cents.

Q. Now, when, according to these papers, or this file, rather, was Mr. Garretts first employed by the company?

A. July 19, 1922.

Q. Was he assigned to any particular job?

A. He was assigned to the occupation of laborer.

Q. Was he assigned to any particular person?

A. Yes.

Q. To whom?

A. F. Freese.

Q. What does it say after "F. Freese"?

A. "Foreman."

2680 Q. Will you next turn to the personnel record of Pete Fischer, P-e-t-e F-i-s-c-h-e-r?

A. What was the name, please?

2681 Q. Pete Fischer.

A. Our records show Peter.

Q. Will you state what your record shows us as to the present position of that person?

A. The record shows that on 1-1-37 he was employed as a carpenter foreman.

By Trial Examiner MYERS:

Q. Has there been any change in the position since that date, according to your records?

A. No, sir.

2682 By Mr. ROSELL:

Q. I show you a request for change blank dated —what date is that, Mr. Speight?

A. 11-19-34.

Q. And will you read into the record the information on that request for change?

A. I recommend change of position for Peter Fischer,

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clock No. 2716, employed as a carpenter in the mason department, to be employed as mason and carpenter foreman in the mechanical department. Old rate, 68 cent per hour; new rate, 75 cents per hour. Reason for change to fill vacancy, account death of H. G. Frerichs. Proposed date and hour of change, 7:00 a.m., 11-19-34.

By Trial Examiner MYERS:

Q. What is that party's last name who died?

A. Frerichs.

2683 Q. How do you spell it?

A. F-r-e-r-i-c-h-s.

Q. Who was Mr. Frerichs?

A. He was, I think—I cannot positively say, but I think he was the mason foreman.

Q. At the time of his death?

A. Sir?

Q. At the time of his death?

A. Yes, sir.

By Mr. ROSELL:

Q. May I see that, please?

A. Yes (handing document to counsel).

Q. Now, will you please turn to the personnel record of William Allen?

A. Yes, sir.

Q. Will you state what your records show as being the present position of that man?

A. The record shows that on April 23, 1944, he was employed as a mechanical department foreman.

By Trial Examiner MYERS:

Q. What date was that?

A. April 23, 1944.

Q. And has he held that position ever since?

A. I don't know.

Q. What?

A. I don't know.

Q. That was just a couple of months ago, is that right?

2684 A. This is the last record I have.

Q. That was as of what date?

A. April 23, 1944.

Q. About two months ago?

A. Yes, sir.

Q. What clock number has he got now, according to your record?

A. There are no clock numbers shown on this request for change.

Mr. Rosell. Are you finished, Mr. Examiner?

Trial Examiner Myers. Yes.

By Trial Examiner Myers:

Q. Well, supposing someone came to you from the outside and asked you about this man, what would you be able to tell them after you got your files out, Mr. Speight? Supposing a man came from Peoria out to the plant and asked you about this man and asked you what job he held? What would you tell him?

A. I would tell him that our records show that he was a foreman of the mechanical department.

By Mr. Rosell:

Q. What clock numbers did you have listed for Mr. Allen, if any, in the past, and the last one he had?

A. 2726 was the last one reported. Prior to that he had 2181 and 2704.

Q. I will show you a request for change slip and ask you to read the information on that slip and the date of it.

A. Date of request for change, 3-15-34. I recom-
2685 mend change of pay for William Allen, No. 2726, employed as rigger foreman, mechanical department, to be employed as rigger foreman, mechanical department. Old rate, 60 cents per hour; new rate, 68 cents. Reason for change, worth more money. Good man on job. All other men under him have received increases. Proposed date and hour of change, 3-19-34. Approved W. D. S., employment manager; W. P. Kronquist, foreman.

Q. Mr. Speight, I show you a request for change and ask you to read the information on that sheet into the record.

A. This is dated 10-18-35. I recommend change of pay for William Allen, clock No. 2726, employed as rigger foreman, old rate, 72 cents; new rate, 75 cents. Reason for change, good man, should have more money. Proposed date and hour of change, 10-20-35. Approved D. P. S., superintendent, W. P. Kronquist, foreman.

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Q. And likewise, this request for change.

A. Date, 10-29-38. I recommend change of pay for William Allen, clock No. 2726, employed as rigger foreman, to be employed as rigger foreman. Old rate, 93 cents for forty-eight hours; new rate, $1 for forty hours per week. Reason for change, old rate reinstated account of hours reduced under the new wage and hour law. Proposed date and hour of change, 7:00 a.m., 10-24-38. Approved A. L. S., 10-24-38, approved W. P. Kronquist.

Q. And the initials D. P. S. also appear on there?

2686 A. Yes, sir.

Q. Do you know whose initials those are?

A. I think those are Dan Sommer's.

Q. And A. L. S.?

A. Al Sommer.

Q. I will ask you to read the request for change that I hand you here.

A. I recommend change of pay for William Allen. No clock number is shown. Date of request, 8-4-37, employed as rigger foreman, mechanical department, to be employed as same. Old rate, $1 per hour; new rate, 93 cents per hour. No clock number shown. Reason for change, account of working forty-eight hours per week instead of forty hours. Proposed date and hour of change, 7:00 a.m., 8-4-37, approved D. P. S., per A. L. S., superintendent, and W. D. S., employment manager, which is my initials.

Q. I show you another request for change and ask you to read the information on that sheet into the record.

A. Date of request, 11-27-40. I recommend change of William Allen, clock No. 2726, employed as rigger foreman, to be employed as same. Old rate, $1 per hour; new rate, 95 cents and bonus. Proposed date and hour of change, 12-1-40. Approved D. P. S., superintendant; W. P. Kronquist, foreman.

Q. Will you read what appears on the reverse side

2687 of that slip, please?

A. As rigger foreman Bill Allen has an opportunity to save considerable money for the company, rather, in the mechanical department. It is recommended that his hourly rate be reduced from $1 to 95 cents and that he be given a bonus equal to that of the stationary engineers. The stationary engineers bonus was established

in 1937 and was given to them instead of a ten-cent per hour increase in their hourly rate.

Q. Will you turn to the personnel record of Dave Abbey, D-a-v-e A-b-b-e-y? Do you have a Dave Abbey, is that correct?

A. My record shows "David."

Q. Will you state what your record shows as to the present position of that person?

A. The record shows that on 10-7-30, a request for change was entered in which D. Abbey, clock No. 2109, employed as motor inspector, open hearth department, to be employed as motor inspector and stationary engineer, mechanical department, new clock No. 2729. Reason for change, change of department. There is a word there that I cannot read (handing document to counsel).

Q. The next word after the one you cannot read is "works," is that right?

A. I interpret it to mean change of department, same work. Seven a.m., 10-13-30 is the recommended date 2688 and hour of change. Approved W. D. S., employment manager, and L. Wynd, manager.

Q. Does your record show any change in position for Mr. Abbey?

A. That is the last record that I have.

Q. May I see that file, please?

A. Yes, sir [handing document to counsel].

Q. Will you now turn to the personnel records of Mr. John Danzeiser, and will you state what your record shows as to the present position of that man?

A. The record shows that on February 14, 1929, he was an electrician in the mechanical department.

Q. Do you have any other records besides that since February 14, 1939, indicating any change, if any?

A. I do not.

Q. What clock number, if any, did Mr. Danzeiser have according to your records?

A. He had three.

Q. What was the last?

A. 2703.

Q. Were there any prior to that time?

A. 2173 and 2705.

Q. Will you now turn to the personnel record of Lawrence Tyler?

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A. Yes.

2689 Q. Will you state what his present position is, if any, according to your record?

A. My record shows that on December 2, 1935, a request for change was made for L. E. Tyler, clock No. 2131, employed as motor inspector at open hearth, to be employed as stationary engineer, mechanical department. New clock No. 2736. Reason for change, filling vacancy caused by John Houston being transferred. Proposed date and hour of change, 7:00 a.m., 12-2-35.

By Mr. McGrath:

Q. Stationary engineer in what department?

A. From motor inspector, open hearth, to stationary engineer, mechanical department.

By Mr. Rosell:

Q. Do you know whether stationary engineers are also described as mechanical foremen?

A. I don't know.

2690 Q. Are you in charge of the classifications of personnel?

A. What do you mean by "classifications"?

Q. Well, do you know what the titles of the job classifications employed in the company are?

A. We have a record of them at the plant, in my office.

Q. Are you in charge of that?

A. Yes, sir.

Q. Are stationary engineers engaged in maintenance work, if you know?

A. Well, I don't think that I have ever observed any stationary engineer at work at any time. What I would know is merely what I have learned through overhearing conversations. I think there are people better qualified to define stationary engineers.

By Trial Examiner Myers:

Q. Did you ever hire anybody as a stationary engineer?

A. I don't remember.

Q. What is your best recollection as to whether you ever hired anybody as a stationary engineer?

A. I do not think I ever did.

Q. Did you ever hire anybody as a foreman?

A. What was the question, please?

Q. Did you ever hire anybody as a foreman?

A. I think we have.

Q. You, you.

2691 A. I think I have.

Q. Personally?

A. I think I have.

Q. Did you tell the man what his job was to be?

A. Do you refer now to a foreman or to general hiring practice?

Q. Foreman.

A. I wouldn't tell a foreman what his duties would be, because I probably would not know.

Q. Well, did you ever hire a foreman?

A. I don't remember of having done so.

Q. Now, how many employes are there in the wire mill at the present time, approximately?

A. Oh, about 950.

Q. And how many are there in the steel mill?

A. Approximately 650.

Q. And have the figures fluctuated to any great degree in the last eight months?

A. No, sir. May I qualify that?

Q. Certainly.

A. What do you mean by a great degree?

Q. Well, more than 10 per cent.

A. I think possibly in the last eighteen months there has been a fluctuation of possibly 50 to 75.

Q. What?

2692 A. 50 to 75 at the wire mill in the last eighteen months.

Q. Well, in the last eighteen months—I am not talking about turnover, I mean the number of employes.

A. The number of employes is approximately 50 to 75 less now than they were eighteen months ago.

Q. I see. For the past eighteen months they have been about the same in the number of employes in the steel plant; is that right?

A. Well, there has been a slight reduction in force there.

By Mr. Rosell:

Q. Who is John Houston, if you know, who was referred to in the request for change dated 12/2/35?

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A. John Houston was a foreman at the steel plant, prior to his death.

By Trial Examiner MYERS:

Q. When did he die?

A. Our records show that he died March 13, 1939.

Q. How long was he a foreman?

A. I have a request for change dated October 26, 1935, in which John Houston—J. Houston—Clock No. 2701, employed as stationary engineer, to be employed as motor inspector foreman. Proposed date and hour of change, October 28, 1935.

2695 Q. I will ask you to turn to the personnel file of Ralph Stewart and state what position, if any, Mr. Stewart holds, according to your records, at the present time?

A. The record shows a request for change dated 11/27/36, change of pay and position for R. Stewart, Clock No. 2140, employed as motor inspector, open hearth, to be employed as motor inspector and stationary engineer, mechanical department, new clock No. 2752. Reason for change, needed as swing man. Proposed date and hour of change, 11/22/36.

2697 AL SOMMER was recalled as a witness by and on behalf of the National Labor Relations Board, having been previously duly sworn, resumed the stand and testified further as follows:

Direct examination by Mr. ROSELL:

Q. Mr. Sommer, are Ralph Stewart, Harry Taylor, Lawrence Tyler and John Danzeiser stationary engineers?

A. Yes, sir, that is what we call them at the steel plant.

Q. Are they also described as maintenance foremen?

A. Yes, sir.

2698 WILLIS D. SPRIGHT resumed the stand and testified further as follows:

2702 Q. Will you turn to the personnel records of Steve Conway, C-o-n-w-a-y?

Mr. CHAMPION. What was that name, Mr. Rosell?

Mr. ROSELL. C-o-n-w-a-y.

Mr. CHAMPION. Thank you.

Trial Examiner Myers. Why don't you sit closer, Mr. Champion? Mr. Sommer, will you move over, please, so that Mr. Champion can get in there?

Mr. Sommer. Certainly.

Mr. Champion. What was his first name?

Mr. Rosell. Steve.

By Mr. Rosell:

Q. Will you state, is Mr. Conway still with the company today?

A. He is not.

Q. He died, is that correct?

A. Yes, sir.

By Trial Examiner Myers:

Q. Is that the man who died?

A. Yes, sir.

By Mr. Rosell:

Q. When did he die?

2703 A. My record shows that he died June 10, 1944.

Q. Prior to that time what was the last position held by him, according to your records?

A. Foreman.

Q. Where and when was he appointed to that position?

A. January 3, 1918.

Q. In what department?

A. Transferred from ingot weigher, open hearth department, to stocker foreman.

2707 By Mr. Rosell:

Q. Are all employes hired through your department?

A. Yes, sir.

Q. You are in charge of that department?

A. That is right. However, I would like to qualify that a little bit.

Q. Go ahead.

A. While they come through our department in the process of being hired, some men are actually hired by other officials of the company.

By Trial Examiner Myers:

Q. For instance?

A. Well, for instance, a superintendent or a foreman

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or someone of, well, have considerable authority, he will be selected by the superintendents, rather than by me.

Q. Who has a right to discharge people?

A. Well, as far as I know, the superintendents.

Q. Nobody else?

A. You mean at the present time or——

Q. Well, within the last year.

A. I do not recall discharge slips coming through except from the superintendent's office in the last year.

Q. And who do you call the superintedent?

A. Mr. Al Sommer of the steel plant, and Mr. John Morits of the wire mill.

Q. And what apears on those slips that gives you
2708 the impression that they discharge the employes?

A. Well, they are regular discharge slips.

Q. Well, is there anything on them to indicate that Mr. Al Sommer had discharged a certain individual named on the slip?

A. On what slip are you talking about?

Q. You were talking about a discharge slip, is that right?

A. Well, I am talking about a discharge slip as a form.

Q. That is what I am talking about.

A. Yes, sir.

Q. What is on that slip that indicates to you that Mr. Al Sommer had discharged a certain employe?

A. Well, there are words written on there, discharged, quit, and so on, and he puts a check mark, he would put a checkmark after the word "discharged."

Q. Would he also sign it?

A. Yes, sir.

Q. And the employe's name is on that slip?

A. Yes, sir.

Q. All right. And who in the wire mill would do that?

A. John Morits.

Q. Are those the only two that you know of?

A. Those are all that I recall in the last year, yes, sir.

2709 Q. Will you say what your records indicate as to the present position of Mr. Moran?

A. I have a request for change dated 4/2/41, recommending that Jerry Moran, Clock No. 2130, employed as switchman be employed as stock foreman, open hearth depart-

ment. Reason for change, replacement of Charles Brown. Proposed date and hour of change, 3/30/41, new clock No. 2130.

2711 By Mr. ROSELL:

Q. Will you now turn to the personnel record of Roy Applegren, A-p-p-l-e-g-r-e-n?

A. The record shows that on 8/13/43, he was
2712 transferred from switchman helper to stocker foreman of the open hearth department, new clock No. 2110.

Q. What was his old clock number?

A. 2753.

Q. May I see that, please?

A. Yes (handing document to counsel).

Q. Will you read into the record the information there pertaining to that entire request for change, please?

A. "Reason for change, filling vacancy of Steve Conway, sick."

Q. And that is okayed by whom, if anyone?

A. W. P. Kronquist, foreman.

Q. Will you turn to the personnel record of Francisco Franco, F-r-a-n-c-i-s-c-o F-r-a-n-c-o.

Mr. MCGRATH. That is a familiar name. I did not know he was over here.

Mr. ROSELL. You did not know you had such an esteemed employe.

Mr. MCGRATH. That is right.

By Mr. ROSELL:

Q. Will you state what your record reveals as to his present position?

A. The last record, dated 4/4/37 shows a number change from 2222 to 2226—2262, employed scrap department, to be employed as same. Reason, to make room for more open hearth numbers.

2713 Trial Examiner MYERS. That is a change in number?

A. Yes, sir, merely a change in number.

By Mr. ROSELL:

Q. What is the last position he holds, according to your records?

A. I have a paper here, some correspondence with the

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Central Illinois Light Company, dated January 20, 1938, in which Francisco is described as being a foreman in our scrap department.

By Trial Examiner MYERS:

Q. Who is the letter written by?

A. There is no signature there. I take it it is written by our department.

Q. Was the letter from the Central Illinois Light Company, addressed to your department, is that right?

A. Yes, sir, and this is a reply from our department, I take it.

By Mr. ROSELL:

Q. And the last clock number you have from Mr. Francisco Franco is what?

A. 2262.

Q. What was his number prior to that?

A. 2222.

Q. 2122, is that right?

A. No, 2222.

Q. Will you now turn to the record of Hubert Barker, B-a-r-k-e-r, and will you say what your records
2714 reveal pertaining to Barker?

A. I have a request for change dated 12/7/32 for Hubert Barker, Clock No. 20, employed as a labor in the cleaning department, to be employed as "blank" in scrap department. Reason for change, cannot stand acid fumes, new clock No. 2244.

Q. Is that the last clock number you had for him?

A. Yes, sir.

Q. Do you have any records in your file pertaining to any change of position with Mr. Barker since 1932?

A. I do not.

By Trial Examiner MYERS:

Q. When was he first employed?

A. 2/28/27.

Q. To whom was he referred?

A. To Ackerman.

Q. As what?

A. As foreman of the scrap department.

Q. Is that slip okayed by anybody?

A. D. J. Ackerman.

Q. As what?

A. Superintendent of the department.

By Mr. Rosell:

Q. Will you turn to the personnel record of Fred Roger, R-o-g-e-r, and will you state what your record shows pertaining to that employee?

A. I have a request for change dated 6/15/23,
2715 employed as stocker in the open hearth department, clock No. 2101, to be employed as burner in the scrap department, new clock No. 2249.

Q. Is that the last clock number you have for Mr. Roger?

A. Yes, sir.

Q. And the request is signed by whom?

A. D. J. Ackerman, foreman; A. E. Getz, foreman.

Q. Will you turn to the personnel record of James Collins, C-o-l-l-i-n-s, and state what your record reveals as to his present position?

A. The last record is a number change dated 4/1/37.

By Trial Examiner Myers:

Q. That is a change in numbers, is that all?

A. Yes.

Q. Any change of position?

A. No.

Q. What is the change of number?

A. From 2227 to 2272.

By Mr. Rosell:

Q. Is that the clock number that you have for Mr. Collins?

A. Yes, sir.

Q. And what position does your file reveal he has?

A. I have an employment slip showing that he was employed 2/27/33, as a laborer in the scrap department and No. 2227, that is the last record we have of his position.

2716 By Trial Examiner Myers:

Q. Well, if you got an inquiry similar to the one you received about Franco, how would you reply to that?

A. What sort of an inquiry?

Q. Well, just if they asked you what kind of a job Mr. Collins has at the plant?

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A. Well, I would probably refer them either to the paymaster's department or to Mr. Sommer's department.

Q. Mr. Al Sommer?

A. Yes, sir.

Q. And why to the paymaster's department?

A. Well, he should have the current record of a man's employment.

Q. Do you mean as to what job he holds?

A. Yes, sir, the paymaster, for those on the hourly payroll. It is a time card each day for the work is actually doing. That would be the most accurate way.

Q. What do you mean by "The work he is actually doing"?

A. Well, that would describe the job he was working on.

Q. And whether he was a laborer or helper or supervisor, foreman, or what not, is that what it means?

A. Yes, sir.

Trial Examiner MYERS. Perhaps those are the records you will need to clear this up, don't you think, Mr. McGrath?

Mr. MCGRATH. I don't know a thing about it, Mr. Examiner. I have never had the slightest notion about this.

Mr. ROSELL. If those are current records, I certainly think we ought to have them, if those will indicate what the present positions of these men are.

Mr. MCGRATH. I can find out at noon by talking to some of these men.

By Trial Examiner MYERS:

Q. Why would you refer the party to Mr. Al Sommer if they made inquiry about the steel mill employes?

A. The men are working under him.

Q. What?

A. The men are working under him.

Q. If somebody made inquiry about the wire mills, what procedure would you go through?

A. To John Moritz or to the paymaster's department.

Q. And why would you send them to either department?

A. Well, Mr. Moritz, the men working under him, might be more familiar with the job than I would be.

Q. And the payroll department, for what reason?

A. Because they have a daily record of those on the hourly payroll list.

Mr. McGrath. Mr. Examiner, I am informed by Mr. Sommer that probably the most correct record is this thing that he has made up that he has furnished.

Trial Examiner Myers. Is that Board Exhibit 119?

2718 Mr. McGrath. I do not know what it is, but with his explanation, you know, of exactly what they do. I do not know of anything later or more definite than that, from what he says. He runs it down there and he knows what all these men do and he knows what all their titles are. He gives them different titles but he is in a position to tell what their services are.

Trial Examiner Myers. Well, perhaps the parties could stipulate that Mr. Al Sommer prepared Board's Exhibit No. 119 or that it was prepared under his supervision.

Mr. McGrath: Did you prepare it?

Mr. Sommer. Yes, it was prepared under my supervision.

Trial Examiner Myers. Will you so stipulate, Mr. McGrath?

Mr. McGrath. Well the man has already sworn to it.

Mr. Rosell. Well——

Trial Examiner Myers. Will you step down, Mr. Speight.

(Witness temporary withdrawn.)

Al Sommer was recalled as a witness by and on behalf of the National Labor Relations Board, having been previously duly sworn, resumed the stand and testified further as follows:

Direct examination by Mr. Rosell:

Q. Mr. Sommer, I show you Board's Exhibit No. 119 and ask you if you have ever seen that before?

2719 A. Yes, sir.

Q. State what that is. What is that list entitled?

A. The title is, "Steel plant supervisors and assistant supervisors."

Q. Now, was that list prepared by you, Mr. Sommer?

A. It was prepared under my supervision, yes, sir.

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Q. By that you mean employes under your supervision, is that right?

A. Yes, sir; a stenographer.

Q. On or about the date it bears? It does not bear a date. When was that prepared, do you know?

A. To the best of my recollection it would be between two and three years ago.

By Trial Examiner Myers:

Q. Is that the current list?

A. Yes, sir.

Q. And I see some erasures there, that is, names marked through.

A. With the names that are crossed off, this is the current list.

Q. After John Nordstrum, what is that, "assistant what"?

A. Assistant chief metallurgist.

Q. Now, you have got a line through the name of Frank McQuown, pipefitter foreman. Why is the line drawn through those words?

A. Because he retired approximately a year ago.

2720 Q. And he is no longer in the employ of the company?

A. That is right.

Q. And after the name, George Meyers, what is written after the word "weighmaster"?

A. "Scrap inspector."

Q. And he holds both positions at the present time?

A. Yes, sir.

Q. How long has he been holding those positions?

A. Well, he was appointed scrap inspector at retirement of D. J. Ackerman, who was formerly yard superintendent and scrap inspector.

Q. When did Ackerman retire, approximately?

A. I think January, 1944.

Q. Now, after the name Louis Wagenbach, there appears the words "pipefitter foreman" and in parentheses "relief".

Now, the word "relief" in parentheses is scratched out in pencil. What does that mean?

A. That means he is replacing Mr. Frank McQuown.

Q. As what?

A. As pipefitter foreman.

Q. When did he replace Mr. Frank McQuown as pipefitter foreman?

A. When Mr. Frank McQuown retired in the past year or so. I am not sure of the date.

Q. How long was Mr. Louis Wagenbach a relief
2721 pipefitter foreman?

A. I would say three or four years, or more, prior to his retirement.

Q. Prior to McQuown's retirement?

A. Prior to McQuown's retirement.

Q. Now, coming down here, you have got a line crossed through the name of Steve Conway, and also opposite his name you have a line drawn through "head box foreman" and then in parentheses the words "sick leave".

That line was drawn through because Mr. Conway has recently died?

A. No, it was put through when he was first off on sick leave.

Q. I mean, when was the mark put through his name and title?

A. It was put through the title a couple of years ago and it was put through the name very recently.

Q. And what are these little things there? What initials are they?

A. H.D.

Q. What are those?

A. That refers to head.

Q. Head what?

A. Stock foreman.

Q. Why does that appear?

2722 A. Well, it now appears through the title following William Schwinn.

Q. In other words, it is to indicate what?

A. That Mr. William Schwinn has replaced Steve Conway.

Q. As what?

A. As head stock foreman.

Q. Now, you have got some lines drawn through the name Hubert Barker, scrap department foreman, and Fred Roger, scrap department foreman. What was the purpose of those lines?

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A. To indicate that we reduced the force in the scrap department and they are no longer considered as foremen.

Q. Are they still in the employ of the company?

A. Yes, sir.

Q. When was this demotion made—were they demoted?

A. I would say they were. Their pay was reduced.

Q. When did that take place, approximately?

A. Within the last year and a half.

Q. And they no longer hold the title of foremen?

A. No, sir.

Q. And they have not held the title of foremen in the past year and a half; is that right?

A. I would say that is right.

Q. Now, through the name of J. S. Tomlin there is a line and opposite that name of Tomlin there is a name "R. W. Brown". Will you explain what that means, please?

2723 A. R. W. Brown is replacing J. S. Tomlin, who left the employ of the company last winter and R. W. Brown is now head roller in the blooming mill.

Q. And at the time Mr. Tomlin left the employ of the company, Mr. R. W. Brown took his place as head blooming mill—as blooming mill head roller, is that right?

A. Yes, sir.

Q. Through the name of Warren Brown, there is a line drawn, and the name of A. Hilbert appears.

A. No, that is H-i-b-b-e-r-t.

Q. Well, H-i-b-b-e-r-t is written there now. Will you explain what that means?

A. Well, it is put there to show that if a new list is made that it can go in the place of Warren Brown whose name will replace J. S. Tomlin.

Q. In other words, when Brown was given the position vacated by J. S. Tomlin, Hibbert was given Brown's position; is that it?

A. Yes, sir; well, no, I will qualify that.

Q. Go ahead.

A. He is the next man in seniority and will take the place of the other rollers who move up to fill vacancies.

Q. Oh, I see. Now, you have got a line drawn through the name of Frank Freese.

A. Yes, sir.

2724 Q. Is that F-r-e-e-s-e?

A. Yes, sir.

Q. And also through the title "soaking pit foreman". Will you explain what that is, please, Mr. Sommer?

A. Why, Mr. Freese, up to the time of his—or at the time of his death about a year ago was soaking pit foreman, but at his death his name was scratched off the list.

Q. Yes. Now, you have a line drawn through the name of Tom Parker, and through the title "soaking pit" heater. Will you explain what that is, please?

A. Well, Mr. Parker was seriously injured in an accident six months or so ago and recently died, and therefore his name was scratched off.

Q. Now, after the name of Charles Osberk, O-s-b-e-r-k, and Charles is spelled "Chas." and the word "Relief" had been deleted. Is that right here, "Relief"?

A. But it is a different name. Wait a second.

Q. Excuse me. After the name, Joe Flores, soaking pit heater, the word "Relief" is stricken out. What does that mean? Will you explain that, please?

A. That indicates he is taking the full time job as heater to replace Tom Parker who died.

Q. And he has had that job since the death of Mr. Parker?

A. Yes, I would say since the injury of Mr. Parker.

Q. You mean, for the past six months or so, or longer?

2725 A. Yes, sir, for the past six months.

Q. All right. Now, through the name of Elmer Lofgren and through the title "Head roll turner" you have a line through that. Now, what does that mean? Will you please explain it?

A. Elmer Lofgren retired during the winter, during the past winter, and Lester Lofgren took his place as head roll turner.

Q. And is that the reason why you scratched out the word "Relief" in parentheses after the words "Lester Lofgren, head roll turner"?

A. Yes, sir.

Q. All right. Now, you have a line drawn through the name of Harry Abbott, rod dock foreman, and then in parentheses the word "assistant". Now, will you explain why that line was drawn through there and what it means?

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A. At one time within—I will correct that. About three years ago he was used as a relief foreman at the rod dock in case some of the men were ill.

Q. You mean, some of the other foremen were ill?

A. When some of the other foremen were ill.

Q. Rod dock foreman?

A. Yes, sir.

Q. Yes; and what happened thereafter?

A. Then he was put on a job as inventory man,
2726 and inasmuch as all men work forty-eight hours, it was no longer necessary to carry him as a relief foreman, so his name was stricken.

Q. And he is no longer a foreman, is that right—assistant foreman, I mean?

A. No, sir.

Q. Now, how long did he hold the position as assistant foreman?

A. I would say approximately a year.

Mr. Rosell. What name was that? I am sorry.

Trial Examiner Myers. Harry Abbott.

By Trial Examiner Myers:

Q. Now, there are some names written in pencil under the name of Harry Abbott and I cannot decipher them.

A. V. Gerber.

Q. Will you spell that name for the record, please?

A. Gerber, G-e-r-b-e-r.

Q. When was his name put on there—I mean, why was his name put on there?

A. It was put on about four or five weeks ago.

Q. And what position does he hold? It is a man, isn't it?

A. His title was to be, when a new list was made, to be rod dock foreman, assistant, or assistant rod dock foreman.

Q. Has he been acting as an assistant rod dock foreman?

A. Well I would say he has been assisting the rod dock foreman for the past month or more.

2727 Q. You mean, the past month or two, something like that?

A. Yes, sir.

Q. Now, what rod dock foreman does he assist?

A. Well, he changes shifts each week and I would not know from week to week which one he would be with.

Q. And when you say he "assists" what do you mean then?

A. The rod stock is divided up into two divisions, the storage department and the loading and the shipping division and because the dock foreman does not have time to go out into the storage building he asks certain information and asks the assistant to keep track of where certain material is piled and tells him what to load out for the wire mill.

Q. Go ahead.

A. Well, that is, I will say, practically all of it.

Q. After he gets his orders, what does Mr. Gerber do?

A. Why, he will, with the help of three or four other men, load the rods on a truck and deliver them wherever he is asked to deliver them.

Q. And are these three or four other men also assistants to the rod dock foreman?

A. Well, I would not give them that title, no, sir.

Q. Well——

A. They assist the rod dock foreman.

Q. They are assistants to the rod dock foreman or assistants to the assistant rod dock foreman?

2728 A. Well, they are not assistants. They assist, I believe, is the way that I can best explain it.

Q. This fellow Gerber gets some orders from one of these rod dock foremen. Tell us what procedure Gerber is supposed to go through, what kind of orders he gets and everything else.

A. Well, if the wire mill asks for certain material, the order is given then to the rod dock foreman, and if he determines that the material is not coming off of the mill at the time or it cannot be rolled, he will ask the man out in the storage building, who would be Gerber, as you mentioned in one case, and then Gerber will, with the help of a man to operate the crane in that building, and another man besides him, or two other men besides himself, take the rods out of a storage bin and load them on trucks which transport them to the wire mill.

Q. Where does Gerber get the men?

A. He has them with him in the storage building where they are busy most of the time either putting rods into stock or taking them out.

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Q. Well, supposing Gerber gets orders from one of these rod dock foremen to do a job similar to what you have just explained, and Gerber gets three or four men, how does he get these men?

A. If he does not have sufficient help he will
2729 ask the rod dock foreman to furnish them.

Q. You say he usually goes with three or four men. Where does he get the men in the first instance?

A. They are men that have been stationed in the storage building with Mr. Gerber. They are termed on our payroll sheet as rod dock laborers.

Q. Laborers; and he is termed on your list as what?

A. As rod dock foreman assistant.

Q. Well, then, who is in charge of the job that the rod dock foreman gives Gerber?

A. I did not understand your question.

Q. Who is in charge of that job, Gerber or somebody else?

A. The rod dock foreman is responsible for the right material being furnished to the wire mill.

Q. But he is not there when Gerber does the work he is supposed to do, is he?

A. No, sir.

Q. And who is in charge of the gang?

A. Mr. Gerber would be responsible for the work being done by himself and two or three other men.

Q. All right. Now, what are the other names under Gerber?

A. Paul—I am not sure whether that is Siens, but I think it is.

Q. What is his position?

A. The same as that of Gerber.

2730 Q. And how long has he had that job?

A. For a month or six weeks.

Q. About the same length of time that Gerber has had it?

A. Yes, sir.

Q. And who is the other man under him?

A. J. Voll.

Q. And what is his job?

A. Rod dock foreman assistant.

Q. How long has he had that job?

A. Oh, a month or six weeks.

Q. The same length of time as Gerber?

A. Yes, sir.

Q. Now, is it true or not—oh, it just occurs to me about these assistants like Gerber, Siens and Voll, do they alternate on shifts?

A. Yes, sir.

Q. One on one shift and another on the second shift and the third is on the third shift; is that right? They are not all on one shift at the same time?

A. No, sir, they are on different shifts.

Q. And each shift has a rod dock foreman?

A. Yes, sir.

Q. And each shift has a rod dock foreman assistant?

A. Yes, sir.

Q. Is that right?

2731 A. Yes, sir.

Q. Now, going down to the name of D. J. Ackerman, yard superintendent, I see that you have a pencil mark drawn through the name of Ackerman and also through the words "yard superintendent." Will you explain what that is about and why it was done?

A. The name and the title are stricken out because Mr. D. J. Ackerman retired about January of 1944.

Q. And now, after the name of Joe Hermann, and before the words "yard foreman" is written the word "head."

Will you explain what that means?

A. Since the retirement of D. J. Ackerman, Joe Hermann has been appointed to head yard foreman to take over part of the duties of Mr. Ackerman, that Mr. Ackerman had previously performed.

Q. Now, after the words "yard foreman" which appear after the name of John Houk, there is scratched out the word that was in parentheses, "Relief." Why was that done and when?

A. When Mr. Ackerman retired and Mr. Joe Hermann was appointed to take over that part of his duties which pertained to yard work, John Houk became a regular yard foreman instead of just relief yard foreman, so the word "relief" was stricken out.

Q. Now, what name appears under the name of John Houk?

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A. James Thomas.

2732 Q. What have you got after the name of James Thomas?

A. "Yard foreman."

Q. And will you please tell me if James Thomas is a yard foreman?

A. Yes, he has been a yard foreman in charge of a track gang for the past two or three months.

Q. Now, you say this paper, which is Board's Exhibit No. 119, was prepared under your supervision?

A. Yes, sir.

Q. Will you look at that paper, Mr. Sommer, and tell me whether that is mimeographed, ditto, typewritten, or what; I mean, the material on there?

A. Well, I would call it dittoed, but I am not sure that I know the difference between ditto and mimeographing.

Q. But is is something like that, is that right, or multigraphed?

A. Yes, sir.

Q. It is not typewritten?

A. No, sir.

Q. And were any copies—do you know if any copies of that paper were made?

A. I would say sufficient so that each man whose name appears on here would have a copy.

Q. And was a copy given to each man whose name originally appeared on that paper?

2733 A. I am not sure that all were given a copy, but I am sure that all of the department heads were.

Q. Well, what is the practice regarding the distribution of papers like that?

A. The practice within the last two years has been to furnish each man whose name appears on this list, and also including officers of the company, and probably the purchasing department, with a list similar to this.

Q. Copies of this?

A. Copies of this list, yes, sir.

Q. And you say the practice for the past two years has been to give not only the persons whose names appear on the list a copy of the list, but also the officers and the purchasing agent of the company copies of the list?

A. Well, the purchasing department have requested a

copy of this particular list. They do not have a copy at the present time.

Q. But a copy is given to the officers of the company, is that right; is that the practice?

A. That is the practice that we intend to adopt; when this particular list was circulated in that way, I am not sure.

Trial Examiner Myers. Do you have any questions, Mr. Rosell?

Mr. Rosell. Yes.

By Mr. Rosell:

Q. Mr. Sommer, what position does Emil Lund-
2734 berg have at the present time?

A. I am not sure whether he is working at the present time. If he is not, he is on sick leave, but he is considered as head millwright in the rod mill.

Q. How long has he been employed by the company in that position?

A. Five or six years, maybe more.

Mr. McGrath. What was that name?

Mr. Rosell. L-u-n-d-b-e-r-g.

Mr. McGrath. Thank you.

By Mr. Rosell:

Q. And Elmer Lofgren, I believe you stated that he is retired; is that right?

A. Yes, sir.

Q. And what position did he hold before his retirement?

A. Head roll turner.

Q. And how long was he in that position?

A. That was ten years or more.

Q. And Lester Lofgren?

A. That is, ten years prior to his retirement.

By Mr. Rosell:

Q. Ten years prior to his retirement?

A. Yes, sir.

Q. Now, Lester Lofgren replaced Elmer Lofgren, is that right?

A. Yes, sir.

Q. Now, prior to Elmer Lofgren's retirement,
2735 what job did Lester Lofgren have?

A. Oh, he was really considered a relief man for Emil Lofgren—Elmer Lofgren.

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By Trial Examiner Myers:

Q. Are they related?

A. Yes, sir.

Q. What relation are they?

A. Father and son.

Q. And Elmer is the father?

A. Yes, sir; I think I am straight on that.

Q. Well, Elmer is the one that retired?

A. Yes, sir, that is the father.

Q. How long has Lester been acting as relief head roll turner, prior to his father's retirement?

A. Well, three or four years, or maybe longer.

Q. Now, when you say "relief" will you explain what that means, like we have here "relief head"?

A. When the employes were only working forty hours a week and the mill operated 48 hours or longer, why, it was necessary to have someone else take charge for one day rather than when we had sufficient employes, and that is the reason we had relief men on a lot of jobs which we do not have today.

By Mr. Rosell:

Q. Now, you have an employe here on the list, Norman Welsh, on Board's Exhibit No. 119, rod mill heater. Is he still, in that position?

A. Yes, sir.

2736 Q. How long has he had that job?

A. I would say for the past ten years or more.

Q. And does he do the same work as Herb Mason? And John Flannery?

A. No, sir.

Q. Does he do the same work as John Gall, Sr.?

A. Yes, sir.

Q. As a rod mill heater, is that correct?

A. Yes, sir.

Q. The other men I mentioned were rod mill rollers?

A. Yes, sir.

Q. Now, how long had Ed Behrendt been rod dock inspector?

A. To my best recollection, for four years or more.

Q. The last four years?

A. Yes, sir.

Q. And Steve Hymbaugh, how long has he been billet inspector foreman?

Mr. McGrath. What was his name?

Mr. Rosell. Steve H-y-m-b-a-u-g-h.

The Witness. I would say for the past three years, or it might be more.

Mr. McGrath. Pardon me a minute. What was his title?

The Witness. Billet inspection foreman.

By Mr. Rosell:

Q. How long has William Garretts been mason foreman?

2737 A. I would say for four years or more, for the past four years or more.

Q. How much more, would you know?

A. Well, I would not know accurately how much more without asking——

Q. How about Klaus Krus; how long has he been a relief mason foreman?

A. That is K-r-u-s, I believe is the way Mr. Speight spelled it. I would say for the past three years.

Mr. McGrath. What was the title?

Mr. Rosell. Mason foreman, relief.

By Mr. Rosell:

Q. Mr. Sommer, how long has Ed Aldridge been a blooming mill roller, that is spelled A-l-d-r-i-d-g-e.

A. For the past ten or eleven years or more.

Q. Now, how long has Henry V. Hoosier been a rod mill heater?

A. I would say for the past ten years or more.

Q. Now, before Joe Hermann became head yard foreman, he was yard foreman; is that right?

A. Yes, sir.

Q. How long was he a yard foreman before he became head yard foreman?

A. I would say for the past four years or more.

By Trial Examiner Myers:

Q. Four years before he became head foreman, head yard foreman?

2738 A. Yes, sir.

Q. Well, that was four years before he took Ackerman's place?

A. Yes, sir.

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By Mr. ROSELL:

Q. How long has Mr. Hilbert been a blooming mill roller?

Trial Examiner MYERS. That is spelled H-i-b-b-e-r-t.

Mr. ROSELL. I am sorry.

Trial Examiner MYERS. We had that just a few moments ago.

Mr. ROSELL. I did not catch that answer.

The WITNESS. He became a roller when Mr. Tomlin, whose name is scratched off the list, left the employ of the company.

2740 WILLIS D. SPEIGHT resumed the stand and testified further as follows:

Direct examination (cont'd) by Mr. ROSELL:

Q. Mr. Speight, will you turn now to the employes listed on Board's Exhibit—the persons, rather, listed on Board's Exhibit No. 19, under the words "rolling mill" on page 2 of that exhibit, and I will skip William Herman, J. S. Tomlin and R. W. Brown, which have red crosses in front of them in accordance with the statement of counsel for the respondent.

Will you get the record of Mr. Hibbert in front of you and will you state what his first name is?

2741 A. Alvin, A-l-v-i-n.

Q. And that name is spelled Hibbert, H-i-b-b-e-r-t, is that correct?

A. That is correct.

Q. Will you state what your record indicates as to the present position of Mr. Hibbert?

A. The record shows that Alvin Hibbert was employed June 1, 1925, as a blooming mill laborer, payroll No. 2302.

Q. Is that his last clock number that you have in your file?

A. Yes, sir.

Q. And as far as your files show, that is his position today?

A. That is the last record that I have.

Q. Now, what clock number did he have prior to that date?

A. 705.

Q. Any others?

A. Yes, sir.

Q. What are they, if you please?

A. 2349 and 2951.

Q. Do you have the dates at which time he had those other numbers, 705, 349 and 2951?

A. I have the records of two of those numbers.

Q. What are they, please?

A. 2951 is recorded on the employment notice dated 9/8/22.

2742 Q. And the other one?

A. 705 is recorded on employment notice dated 9/17/24.

Q. May I see that for just a moment, please?

A. (Handing document to counsel.)

Q. Now, Mr. Speight, would you turn to the personnel record of Mr. Ed Aldridge, and will you state what your record indicates, if anything, with respect to his present job?

A. The record shows a request for change dated November 29, 1943, for Ed Aldridge, employed third turn roller in the blooming mill, to be employed as second turn roller in the blooming mill. The reason for change, Tomlin left, Edwards moves up to Brown's place. Proposed hour and date of change, Sunday, December 5, 1943. Approved by William Herman, the superintendent.

Q. Is there any clock number indicated?

A. No clock numbers on this record.

Q. And will you state whether your record indicates when Aldridge was put on as a third turn roller?

A. No, there is no record of that.

Q. What records do you have prior to this request for transfer, for change, rather, dated November 29, 1943?

A. The previous record is an employment notice dated 2/15/21, where Edward Aldridge was hired as a laborer in the blooming mill, payroll No. 2329.

Q. And what is the last clock number you have

2743 for Mr. Aldridge?

A. 2329.

Q. I will now ask you to turn to the personnel record of Roemer Chaney, R-o-m-e-r C-h-a-n-e-y.

A. Our record shows that his name is spelled R-o-e-m-e-r.

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Q. Does your file indicate what his present position is?

A. There is an office memorandum in the file, undated and unsigned, which reads as follows:

"Roemer Chaney of the blooming mill became a steady foreman on December 1, when Tomlin left. Chaney wants to take out the maximum group insurance allowed a foreman for $3,000 additional. Will you please send him the proper application?"

Q. Do you know what the first——

By Trial Examiner Myers:

Q. What was that, Mr. Speight? Mr. Chaney wanted to take out what?

A. Take out the maximum group insurance allowed a foreman for $3,000 additional.

Q. Well, how much is an ordinary employe entitled to?

A. $1,000.

Q. And is there anything in between $1,000 and $3,000?

A. No.

Q. All right.

A. No, sir.

Q. But a foreman is entitled to $3,000, is that right?

2744 A. Yes, sir.

Q. And that is group insurance?

A. Carried by the company.

Mr. McGrath. I think you will find that is based on their earnings, as I understand it, Mr. Examiner.

By Mr. Rosell:

Q. They are able to obtain insurance based on the amount they earn, is that correct?

A. No, sir.

Q. What is the maximum amount?

A. $3,000 for a supervisor, $3,000 additional insurance they call it.

Q. Now, do you know what year this memorandum was written in?

A. No, I do not.

Q. Can you tell from this memorandum when it was printed?

A. I can not.

Q. Is there a date indicating when the office memo-

randum was printed, under the words "Office memorandum"?

A. There is some figure there, I don't know.

Q. State what it is, please; read it.

A. 359-1-43-12.

Q. Does your record indicate what work Mr. Chaney was doing before he became a steady foreman?

A. The only other record in the file concerning employment was the employment notice at the time he was
2745 hired, dated 9/14/22, hired as a laborer in the blooming mill with payroll No. 2343.

Q. What is the last clock number you have?

A. 2316.

Q. Would you look at the personnel record of Frank Freese——

Mr. BARR. Mr. Examiner?

Trial Examiner MYERS. Yes, sir.

Mr. BARR. At this time, I would like to interrupt for one moment to give Mr. Rosell a copy of this steel plant supervisors' list which he is reading from, that is, Board's Exhibit 119, which he requested this morning, and I find I have a copy, and Mr. Champion has likewise requested a copy, and I am giving one to each of them.

Trial Examiner MYERS. Very well, sir. Will you let me follow that, Mr. Rosell?

Mr. ROSELL. Yes, I am sorry.

By Mr. ROSELL:

Q. Now, which one did I ask you about?

A. Frank Freese.

Q. That is correct.

Mr. MCGRATH. What was that name?

Mr. ROSELL. Freese, F-r-e-e-s-e.

The WITNESS. What was the question again, please?

By Mr. ROSELL:

Q. What does your record indicate with respect to Mr. Freese? Is he still employed?

A. The record shows that he died on 9/5/43.

2746 Q. And what was his position with the company at the time he died as indicated by your records?

A. I have a transfer dated June 18, 1918, showing that Freese was transferred from "manipulator operator" in

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the blooming mill to "general mill foreman." Proposed date and hour of change, June 18, 1918.

Q. Is there any clock number listed on there?

A. Clock No. 2361 for manipulator, but no clock number listed as a new clock number.

Q. What is the last clock number listed by your records?

A. 2356 is the last one on the employment register card.

Q. Will you check the personnel record of Grant Herman, G-r-a-n-t H-e-r-m-a-n, and state what your records show as to Mr. Grant Herman's present position?

A. The last record I have is a request for change, dated 4/21/43, in which Grant Herman's clock number is 2031, employed as soaking pit foreman, to be employed as motor inspector in the blooming mill. Reason for change, Frank Freese returning to old job, effective date, 4/19/43, new clock number, 2303.

Q. Now, do your records indicate when Grant Herman was acting in place of Mr. Freese, when he started to act, rather?

A. Prior——

Q. Was it prior to the request for change dated 4/21/43?

2747 A. No, sir, I see no record here in which he is filling a vacancy formerly held by Mr. Freese, or, rather, a job formerly held by Mr. Freese. The name Freese is not entered on any of these subsequent records.

Q. I am sorry. Now, Mr. Speight, I will show you the request, the change you read from, dated 4/21/43, and I will ask you to state whose initials are placed on this or signed there?

A. W. M. H.

Q. Whose initials are those?

A. I think those are William Herman's.

Q. What is after his name?

A. This initial here?

Q. Yes.

A. O. W. B., employment manager.

Q. Whose initials are those?

A. I take that to be Otto Bosch, and William Wilson, foreman.

Q. I will ask you to read into the record a request for change form dated June 22, 1942, and read the information on that sheet.

A. "I recommend change of position for Grant Herman, clock No. 2324, employed as blooming mill motor inspector, to be employed as foreman of soaking pits department, new clock number 2031. Reason for change, need a fore-
2748 man in the soaking pits. Approved by William Wilson, superintendent; William F. Herman, foreman, effective June 22, 1942."

Q. I will show you, Mr. Speight, an office memorandum, a copy of an office memorandum, from your personnel file, and will you read into the record the material on that piece of paper?

A. This is dated June 18, 1942, and is addressed to: "W. R. Conn; William Herman; D. J. Ackerman; Al Getz; W. P. Kronquist; William Wilson; William Garretts; W. C. Gaumer; James S. Tomlin; W. D. Speight: Blooming mill rollers and heaters, effective June 22, 1942, and until such time as Frank Freese is again able to take charge of the soaking pits, Grant Herman is being assigned to the position as soaking pit foreman. I am sure that Grant will consider it a privilege to be able to cooperate with you, making a spirit of cooperation among supervisors mutual as it has been in the past. Signed, A. H. Sommer."

Q. Now, will you turn to the personnel records of Paul Cantrall, please, and will you state what your records show is the present position, if any, of Mr. Cantrall?

A. The last record that I have is a request for change dated 10/7/41, in which Paul Cantrall, Clock No. 2195, employed as ladle crane operator in the open hearth is to be employed as pit crane operator in the blooming mill. The new club number is 2338. Reason for change,
2749 wants to stay in the blooming mill account of catching turns of heating. Proposed date and hour of change, September 9, 1941. Signed, William Wilson, foreman.

Q. May I see it, please?

A. Yes, sir. (Handing document to counsel.)

Q. Will you now turn to the personnel record of Charles Powell, the first name is spelled C-h-a-s., and the last name is spelled P-o-w-e-l-l, listed on Board's Exhibit No. 119. Will you state what your records indicate as to his present position, if any?

A. I have a request for change dated 10/11/40, in which

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it is recommended that Charles Powell, clock No. 2128, employed as ladle crane operator in the open hearth, be employed as pit crane operator in the blooming, new clock No. 2343. Reason for change, giving up seniority in favor of C. Taylor on ladle crane, effective date 10/6/40. Approved, William Wilson, foreman.

Q. Do you have any record in your personnel file indicating any change subsequent to the request of change, dated 10/11/40?

A. I have not.

Q. The last clock number you have for that man is 2343?

A. Yes, sir.

Q. Will you turn to the personnel record of Verne Mefford, V-e-r-n-e M-e-f-f-o-r-d, and will you state
2750 what your records indicate as to the present position of Mr. Mefford, if any?

A. The last record is one shown on the employe's register card marked "Returned, 2/5/22, Blooming mill, special man."

Q. And what do the records indicate as to what job he was assigned to at that time, if any?

A. Well, as I have just stated, the occupation was "special man," that appears on the card.

Q. Is the name of a job in the plant, "special man"?

A. I do not recall that I have ever heard the term before.

Q. And is that the last record that you have of Verne Mefford in your personnel files?

A. It is.

Q. Now, what job did he have before 2/5/22, as indicated by your records?

A. There is an entry on employe's register card dated 8/2/21, in which he returned and was returned to the blooming mill as "special man".

Q. What is the last clock number you have for Mr. Mefford?

A. 2308.

Q. Do you have any other numbers there for Mr. Mefford?

A. Yes, sir.

Q. What are they, if you please?

A. 2345 and 2003.

Q. Do you have the date at which time Mr. Mefford had these latter two numbers?

2751 A. I have a request for transfer dated 7/1/18, at which time he had clock No. 2345; I have another transfer dated June 20, 1918, at which time he had clock No. 2345.

Q. Will you turn to the personnel record of Everett Reed, E-v-e-r-e-t-t R-e-e-d?

A. I have an employment notice dated 9/3/22, on which Everett Reed was employed as laborer in the steel plant yard on clock No. 2197.

Q. Is that the last clock number you have for Mr. Reed?

A. It is not.

Q. What is the last number you have for him?

A. 2332.

Q. 2332?

A. Yes, sir.

Q. Do you have any other records in your file indicating any change in position for Mr. Reed subsequent to 9/3/22?

A. I have.

Q. Would you state what your record shows?

A. There is an entry on the employe's register card showing that he returned 7/1/24 to the blooming mill, no occupation specified.

Q. Now, would you turn to the personnel record of Tom Parker.

A. Our record shows Thomas Parker.

Q. Would you say he is presently employed by the company?

2752 A. He is not.

Q. He recently passed away; is that correct?

A. The record shows that he died May 15, 1944.

Q. Now, at the time of his death, what position did he have with the company, if any?

A. The only record I have is an employment notice dated 10/11/22, in which Thomas Parker was employed as laborer, steel plant yard department, with payroll No. 2967.

By Trial Examiner MYERS:

Q. How much insurance did he carry in the group insurance?

A. He carried $4,000.

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Q. Will you read what is on there regarding the insurance?

A. He carried $1,000.

Q. When was that taken out?

A. 10/11/27, $3,000.

Q. Additional?

A. Additional, effective 12/15/23.

Q. And that is group insurance?

A. Yes, sir.

By Mr. Rosell:

Q. Now, I show you this card you just read from, the insurance card, and will you read into the record the occupation listed for Mr. Parker on that card?

A. "Heater in bloom mill."

Q. And that card is as of what date?

A. The effective date of the insurance, that is, the
2753 $1,000, is 1/11/23; the additional, 12/15/23.

Q. Would that indicate to you, Mr. Speight, that Mr. Parker was a heater as of 12/15/23 in the blooming mill, a heater in the blooming mill?

A. Well, that is difficult to say, which one of these dates he was a heater. I believe that the words "heater in blooming mill" went on the application which got him the additional insurance.

Q. That is the $3,000?

A. It is my opinion it was bought 12/15/23, and he was a heater at the time the application was made. There is a possibility that the heater applies to the first entry there.

By Trial Examiner Myers:

Q. What date is the first entry?

A. There is a typographical error here, I would say. I would say that he got his first thousand on 10/11/22, but it shows "10/11/27." It is unusual that the first amount, the thousand dollars here, would be taken out prior to the additional, inasmuch as he was hired in 1922, I rather think that the $1,000 was obtained in 1922. I think this is an error here (indicating).

By Trial Examiner Myers:

Q. All right. Now, you say the effective date of the insurance is January 11, 1923?

A. Yes for the $1,000.

2754 Q. All right. Now, will you explain, when a man buys group insurance, just how he goes about it, how long he has been in the company's service and so forth.

A. He has to be employed ninety days before he is eligible for the insurance. At the end of 90 days he is sent an application in which he is permitted to subscribe for the additional insurance. The company gives him, at the end of ninety days, a $500 policy which is free. That $500 policy is increased $100 per year, so at the end of the fifth year he has $1,000 free insurance on which the company pays the premium.

The additional insurance is insurance which he buys under the same policy, but on which he pays the premium.

By Mr. Rosell:

Q. Now, can everyone buy that additional insurance?

A. Yes, sir.

By Trial Examiner Myers:

Q. But they can only buy it up to a certain limit?

A. Unless they are supervisors or foremen, they cannot buy more than $1,000 additional.

Q. And if they are foremen or supervisors they can buy more?

A. They can buy $3,000 additional.

2764 Q. Would you turn to the rod dock, and will you look at the personnel file of O. T. James, and state what your files reveal as his present position?

A. The last record is a request for change dated 11/10/39, for O. T. James, Clock No. 2690, employed as rod dock foreman, to be employed as head dock rod 2765 foreman. Reason for change, to fill vacancy, effective date, 11/16/39. Approved by W. R. Conn, superintendent.

Q. Will you check the personnel file of Harvey Brown and state what your files reveal as to his present position?

A. The last record is a number change dated 3/28/39, for Harvey H. Brown, employed at rod dock, to be employed as same, new clock number 2646, rod dock man on 1600 numbers.

Q. What was his old number?

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A. 1576.

Q. It was changed from 1576 to——

A. 2646.

Q. What is the last clock number you have for Mr. Harvey Brown?

A. 2646.

Q. May I have the other sheets, please?

A. Yes (handing documents to counsel.)

Q. I now show you a request for change blank dated 12/8/33. Will you read into the record that information on that sheet, please?

2766 A. Date of request, 12/8/33, Harvey Brown, clock No. 476, laborer in galvanizing to rod dock foreman, new clock number 2576. Proposed date and hour of change, 12/10/22.

Q. Will you now turn to the personnel file of Herman Koeppel, K-o-e-p-p-e-l, and will you state what your files reveal as to his present position?

A. The last record I have is a request for change dated 3/28/27, clock No. 2575, employed as rod dock, to be employed as same, new clock No. 2644. There is a change of number slip.

Q. And what is the last clock number you have listed for him?

A. 2644.

Q. I show you request for change dated 4/8/36. Will you read that into the record?

A. Date of request, 4/8/36, I recommend change of pay for H. Koeppel, foreman of the rod dock, to be employed as same. This is a rate change. The reason for the change is to keep in line with increased earnings of tonnage men, effective date 5/24/36.

Q. And who is that approved by?

A. W. R. C., foreman.

Q. Whose initials are those?

A. William R. Conn, I take it.

Q. Any others?

2767 A. D.P.S., superintendent, which I think is Dan Sommer's initials.

Q. Any others?

A. W.D.S., employment manager, which are mine.

Q. They are your own initials?

A. Yes, sir.

Q. Will you turn to the personnel file of Louis Davis and state what your files reveal as to his present position?

A. The last record I have is a number change dated April 13, 1937. L. Davis was changed from 2590 to 2695, employed at rod dock, and to be employed at the rod dock.

Q. And what is the last clock number you have for Mr. Davis?

A. 2695.

Q. May I see the file, please?

A. Yes, sir [handing document to counsel].

Q. Will you get the file of Mr. Harry Abbott, A-b-b-o-t-t and state what his present position is as revealed by your file?

A. The last record I have is the rate change dated 10/1/43, in which he is working on clock No. 2014 as assistant foreman, rod dock, to be employed as same. Reason for change, changing to hourly basis because of working six days a week. Change to be effective 10/1/43.

Q. And did he keep the same clock number as
2768 indicated by that slip?

A. The new number is 2610.

Q. And what is the last clock number listed for him?

A. 2610.

Q. Does you file indicate when Mr. Abbott became assistant foreman?

A. I have a request for change dated 11/9/39, clock No. 2014, employed as clerk in the rod dock department, was to be employed as assistant rod dock foreman. Reason for change, need assistant foreman which will help increase efficiency at dock and storage building. Effective date 11/16/39, approved, W. R. Conn, Superintendent.

2770 Q. Will you turn to the file of, I believe it is W-o-l-l, J. Woll?

A. I have a George Voll, V-o-l-l.

Mr. McGrath. That is the same fellow.

2771 Trial Examiner Myers. Is that the correct name?

Mr. McGrath. George Voll. What does your record show, Mr. Witness?

The Witness. Voll.

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Trial Examnier MYERS. "V" like in "Victory"?
The WITNESS. Yes, sir.

By Mr. ROSELL:

Q. What do your files indicate?

A. The last record I have here is a request to change dated 2/6/39, George Voll, 2660, rod inspection foreman, to be employed as same. This is a late change effective 2/6/39, approved by D. P. S., superintendent, and R. S. Simmons, foreman.

Q. What is the last clock number you have listed for Mr. Voll?

A. 2660.

Q. Do you have any slip showing when he was appointed rod inspection foreman?

Mr. MCGRATH. What does the record show on this fellow's first name, this Voll?

The WITNESS. George.

There is no record showing when he became a foreman.

By Trial Examiner MYERS:

Q. You mean, the records you have before you do not show that, is that what you mean?

A. Yes, sir, definitely.

2773 Now, I will go to the yard and look at the file
2774 of D. J. Ackerman. What does that file show?

A. The employe's register card shows he was employed 1/13/19, at the steel plant. No occupation was listed. It shows that he was retired January 31, 1944.

Q. And what clock number?

A. He had no clock number at any time, according to this record.

By Trial Examiner MYERS:

Q. What was he retired as, Mr. Speight?

A. The record does not show.

Q. Have you any knowledge as to what he was retired as?

A. Yes, I would say that he was yard foreman at the time he was retired.

By Mr. ROSELL:

Q. Will you turn to the file of Charles Graham and state what that file reveals?

A. The last record I have is a request for change, dated 9/20/41, for Charles Graham, clock No. 2915, a rate change. He was employed at that time as yard foreman, to be employed as same. New clock No. 2915, the same as the old. Effective date is October 1, 1941.

Q. Just one moment, please. Who approved that?

A. That was approved by D. P. S., and A. L. S., superintendent of steel mill, also D. J. Ackerman, foreman.

Q. Does your file indicate when Mr. Graham was appointed a yard foreman?

A. It does not.

2775 Q. Will you read into the record the request for change dated 1-8-36?

A. Date of request for change 1-8-36, recommending change for Charles Graham, clock No. 2195, labor foreman yard department to be employed as labor foreman yard department, new No. 2915. Proposed date and hour of change 2-9-38. Approved by D. P. S., superintendent, and D. J. Ackerman, foreman.

Q. Will you look at the file of Everett Allen and state what that file reveals?

A. The last record I have is a request for change dated 4-25-44, for Everett Allen, clock No. 2936, employed as track, yard department, to be employed as track foreman and extra yard department foreman. This is a rate change. Reason for change, merit increase replacing foreman advanced to head yard foreman. Effective date, May 1, 1944. Approved A. L. S., superintendent; D. P. S., manager.

Q. Will you read into the record the request for change dated 4-9-34?

A. Yes, sir. Request for change on Everett Allen, clock No. 2936, employed as laborer in the yard department, to be employed as sub-foreman, yard department, effective date 4-9- no year after the "9." Approved by D. J. Ackerman, foreman. Reason for change, replacing Bruce Birkett, who was transferred to the open hearth pit.

2776 Q. I don't know—did I show you this one, 1-8-36, request for change form?

A. Request for change dated 1-8-36, clock No. 2936, to be employed as foreman in yard. That is a rate changed. Proposed date and hour of change, 1-8-36, new clock No. 2936, approved by D. P. S., and D. J. Ackerman, foreman.

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Q. Will you turn to the file of—I will ask you to look at the file of Mr. Joe Hermann, who does have a red check there, but if I could get the date of his employment, if you please.

A. Hermann is what?

Mr. Rosell. A yard foreman.

The Witness. I have a request for change in his—rather, a rate change dated 9-20-41, for Joe Hermann, clock No. 2914, foreman yard department, to be employed same, new clock No. 2914. Effective date, October 1, 1941. Approved by A. L. S., D. P. S. ad D. J. Ackerman, foreman.

Q. Will you read into the record the request for change dated 8-29-40?

A. Request for change showing Joe Hermann, clock No. 2914, employed as foreman in the yard department, to be employed as foreman in the yard department, new clock No. 2914. This is a rate change dated September 1, 1940, approved by D. P. S., superintendent, and D. J. Ackerman, foreman.

Q. Will you check the file of Bruce Birkett?

2777 A. The last record I have is a rate change dated 9-20-41, Bruce Birkett, clock No. 2902, employed as foreman in the yard department, to be employed as foreman in the yard department, new clock No. 2902, effective October 1, 1941. Approved by D. J. Ackerman, foreman; D. P. S., and A. L. S., steel plant superintendent.

Q. May I see them, please?

A. Yes [handing document to counsel].

Q. What is the last clock number you have listed for Mr. Birkett?

A. 2902.

Q. Would you refer back, I believe I forgot to ask you the last clock number of Joe Herman, if you please, and read this also, please. I will want to question you further on it.

A. 2914 is the last number shown for Joe Hermann.

Q. The last number for Mr. Birkett was what?

A. 2902.

Q. May I have that file again, please?

A. Yes [handing document to counsel].

Q. I will ask you to read the request for change form dated 4-27-36.

A. Request for change for Bruce Birkett, dated 4–27–36, clock No. 2734, employed as blacksmith helper, to be employed as sub-foreman, labor department, new
2778 clock No. 2964. Effective date, 4–28–36. Approved D. J. Ackerman, foreman; W. P. Kronquist, foreman.

Q. Now, the request for change form of 6–3–38 shows a change in number, does it not?

A. Yes, sir.

Q. From what number to what number?

A. Change of number dated 6–3–38, Bruce Birkett, clock No. 2964 to new clock No. 2902, effective 6–12–38.

Q. I now ask you to read the information and request for change form on that one (indicating).

A. Yes, sir, request for change dated 8–29–40, for Bruce Birkett, clock No. 2902, employed as foreman, yard department, to be employed as foreman in the yard department, new clock No. 2902. Proposed date and hour of change, September 1, 1940. Approved D. P. S., superintendent, and D. J. Ackerman, foreman.

Q. Would you look at the file of Angello Sanzotto A-n-g-e-l-l-o S-a-n-z-o-t-t-o?

A. The last record I have is a request for change dated 8–29–40 for A. Sanzotto, clock No. 2924, employed as track foreman, yard department, to be employed as same, new clock No. 2924. Proposed date and hour of change, September 1, 1940. Approved D. P. S., superintendent; D. J. Ackerman, foreman.

Q. Will you read this request for change form?

2779 A. Dated 1–8–36, for Angello Sanzotto, clock No. 2924, employed as track labor foreman, to be employed as same, new clock No. 2924. Proposed date and hour of change, 1–8–36. Approved D. P. S., superintendent, and D. J. Ackerman, foreman.

By Trial Examiner Myers:

Q. What was changed at that time?

A. The rate of pay.

By Mr. Rosell:

Q. Will you turn to the file of John Houk?

A. The last record I have is a request for change dated 9–20–41, John Houk, clock No. 2900, employed as

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foreman of the yard department. This is another rate change, foreman of yard department, no effective date, so I presume the date of the request is the effective date, 9-20-41. Approved by A. L. S., steel plant superintend; D. P. S.; and D. J. Ackerman, foreman.

Q. What is the last clock number Houk had?

A. 2900.

Q. Did he have any numbers before that?

A. Yes.

Q. What numbers?

A. 2719; 2928; 2202; 2923; 2207; 2941; 2196; 2955; 2955; 2128; and 2916.

Q. Would you look at the file of James Thomas?

2780 A. The last record I have is a request for change dated 4-18-44, for James Thomas, clock No. 3121, employed as watchman in the steel mill, to be employed as track foreman in the steel mill, yard department, new clock No. 2901, effective date, 4-24-44. Approved by A. L. S., superintendent.

By Trial Examiner Myers:

Q. What was changed at that time?

A. He was changed from a watchman to a track foreman.

2784 Trial Examiner Myers. Are you ready to proceed, Mr. Rosell?

Mr. Rosell. Well, no, I have not got my books before me.

Trial Examiner Myers. Are you ready, Mr. Baer?

Mr. Baer. Just one minute, please.

Trial Examiner Myers. Off the record.

(Discussion off the record.)

Trial Examiner Myers. On the record.

Are you ready, Mr. Baer?

Mr. Baer. Yes.

Trial Examiner Myers. Mr. Champion, are you ready?

Mr. Champion. Yes, Mr. Examiner.

Trial Examiner Myers. Mr. Rosell?

Mr. Rosell. Yes.

Trial Examiner Myers. Now, how are you going to proceed this morning? Are you finished with the wire mill?

Mr. Rosell. With the steel mill. Now, there are three more that I want to ask him about on that.

Trial Examiner Myers. Then what?

Mr. Rosell. Then I want to go through the wire mill, as far as I can.

Trial Examiner Myers. It has occurred to me, in view of the testimony of Mr. Speight that the payroll, I
2785 forget just what phrase Mr. Speight used, but he says they have a complete record, and it occurred to me that you might be able to get all the information you desire from one witness. The other day you stated on the record that you wanted somebody from the company, you either stated it on the record or off the record, but I think it is on the record, and it was stated down in the plant or in the hearing room, that you wanted somebody from the company to produce the dues deduction authorization cards and the revocations of those cards, and evidence as to the company actually deducting the dues and evidence that the company paid over the dues deducted to the union.

I do not see why we cannot get one person to testify to the circumstances surrounding the persons you claim are supervisors, and if they are supervisors, why, and they belong to the Alliance as you claim, let us go down the line and find out. Take Mr. X, find out if he is a supervisor, when he was a supervisor, and if he belonged to the Alliance, if he signed a card authorizing the company to deduct his dues, and if the company deducted the dues, if so, when, and during what period of time, and whether the company paid over those dues.

I think one man would be able to do that and do it quickly. Don't you think so, gentlemen?

Mr. Barr. I would think so. That was the
2786 thought I tried to give you the day before yesterday and yesterday again. I think that the records of the company and the records of the Alliance ought to disclose who were members of the Alliance and who had their dues deducted from the company payroll, and as to the position, and then as to any other men that they find who are on any of the so-called supervisory lists if any of them were ever members of the Alliance or are still members of the Alliance, then put that man on, or those

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men on to tell what he does or what they do and we will see whether or not he is a supervisor.

I know that the records will show that he is not a supervisor, unless the Alliance have got some records that are supervisory—they are prohibited from being members.

Trial Examiner MYERS. Have you got one man down at the plant who can testify as to what the records of the company show, what the men mentioned on these lists do and whether they executed authorization cards authorizing and directing the company to deduct the dues, and that the dues were deducted.

Mr. CHAMPION. Mr. Examiner, could I make this statement.

Trial Examiner MYERS. Certainly.

Mr. CHAMPION. I think I made the suggestion to the Examiner yesterday. I would think that the expeditious way to do this would be to take the supervisory lists, check them against the Alliance records, and wherever a man appears on the supervisory list, whatever his duties may be, if he is presently a member of the Alliance, we would state so, when he joined, if he has been a member of the Alliance and has been dropped, we would state when he became a member and when he was dropped.

2787

If he was never a member of the Alliance, why not eliminate him and take him clear out of the picture? We are going over these lists here and there will be two or three hundred. I think we can eliminate many, so that only a very few will be left. Then if there is a question, if we find a man on the supervisory list who has been a member of the Alliance or may be a member of the Alliance, then his testimony as to that particular individual is competent and we have eliminated, I think I would say, 90 per cent of these lists or more.

Trial Examiner MYERS. What about that, Mr. Rosell?

Mr. ROSELL. As far as I am concerned, both suggestions are very well taken. The only thing, the position the Board has been placed in, and why, in addition to the reasons you enumerated, as I previously stated, I have been going through that list and it is the fact that some of these records do substantiate the Board's position that these men have been supervisors on the company's record for many many years in the past.

2788 Mr. McGrath. But suppose they are not members of the Alliance?

Mr. Rosell. Except as to the fact that the whole list is involved, the credibility of the entire list is involved.

Trial Examiner Myers. Well, you have the lists in evidence, haven't you?

Mr. Rosell. Yes.

Trial Examiner Myers. And you want to show certain people on that list are supervisors?

Mr. Rosell. That is correct.

Trial Examiner Myers. You maintain that being on that list and being part of the company's records that is some evidence that they are supervisors?

Mr. Rosell. That is what I have stated before.

Mr. Baer. For what that is worth.

Mr. McGrath. If they are not members of the Alliance I cannot see what good it would do.

Trial Examiner Myers. Let us first find out who on those lists are members of the Alliance; isn't that right?

Mr. Champion. That is right.

Mr. Baer. That is right.

Trial Examiner Myers. And when they became members of the Alliance.

Mr. Champion. That is right.

2789 Trial Examiner Myers. And whether they paid dues?

Mr. Champion. That is right.

Trial Examiner Myers. Now, let us get those things right off the list.

Mr. Baer. Well I——

Trial Examiner Myers. We then eliminate certain of the people on that list.

Mr. Baer. I want to make this statement. We have gone and wasted two days on this thing now, and I made this same suggestion two days ago. We have gone through a lot of records and I am satisfied that Mr. Rosell has already found out that what I told him is true and he has further found out that these men that he has been interrogating Mr. Speight about the last two days are not members of the Alliance. I think he will find that out. I am told from the check that has been made that they are not members of the Alliance.

Mr. ROSELL. Well——

Trial Examiner MYERS. You are positive that Mr. Moritz is not?

Mr. BARR. I think if there is anything disclosed that Mr. Rosell has in mind that we ought to continue the thing he has been doing. I thing this record substantiates completely everything that I previously have stated in our own interest and for the interest of having all the facts
2790 in this record. I think you ought to go ahead and conclude it the way you have been doing.

Trial Examiner MYERS. Well, that is only telling us that we are wasting a lot of time and then go ahead and waste some more time.

Mr. BARR. Well, apparently, in my own mind, I think Mr. Rosell had something in addition in his own mind that he hopes to prove, and I think it has reacted against his side of the case. I do not know what he has in mind, and I may find out some time, but now that we have got part of this in, let us give the whole record. As I told this Examiner last Monday, we want everything put in. We have all our personnel records and all our supervisory records in the plant available and we want to have everything in the record. Then we will know all the facts instead of going halfway through and then quitting. In that case, what would be the inference——

Trial Examiner MYERS. I do not want anybody to get the impression that I have any ulterior motive in suggesting a different procedure than Mr. Rosell has been proceeding under.

Mr. BARR. I did not mean to say that in any way whatsoever.

Trial Examiner MYERS. I know that you would not say it purposely. I do not know just what to say. Now,
2791 we have more or less agreed that this procedure is very long and not getting to the point of the facts, certainly not getting there quickly. If you think that he should go ahead that way, we will go ahead.

Mr. BARR. Well, I would make this suggestion, that if he does not wish to proceed on that basis that something be stipulated into this record with reference to the exhibits 118 and 119 which have been placed in the record under a title, each one of them entitled "Supervisory List" or

something to that effect, so that we do not have to go into a long explanation on each one of those names, as to what they do, or call these men in to find out what they do, to show that they are not actually supervisors.

One of the ways we are going to be able to show that is by the very thing we have been going through for the last two days, and if he continues to keep that in the record without qualifying and takes the position that the company is bound by the lists, because they are entitled "Supervisory Lists", then we have to do something to show what the facts in that regard are, because some of them are not supervisors, and the evidence will be conclusive on that.

If that can be cleared up in some way by stipulation with Mr. Rosell, then I am willing to abandon the procedure we are following, because when we get through with the personnel records and get through with the super-
2792 visor's testimony with reference to these various men and bringing these men in to testify what their jobs are and their authority is, I am satisfied that the evidence will be conclusive that my position as originally stated is correct. The record has to be clear on that. We cannot have a record here with those two exhibits in stating that they are supervisory lists.

Mr. CHAMPION. May I interject one more thought here, Mr. Examiner?

Trial Examiner MYERS. Yes, sir.

Mr. CHAMPION. Mr. Rosell, is it not true that if you are satisfied by a careful examination and having access to any records that we have, that on these supervisory lists there are a number of people who have never been members of the Alliance, isn't your position that as far as they are concerned we could eliminate them and what they have done and what their duties are?

We would not care about that and you do not care about that.

Now, when we get to a man on that list who is a member of our Alliance or has been, then is the time to put in the evidence we are putting in right now, if there is any question about whether that man has supervisory duties or not, and eliminate all the rest.

Mr. ROSELL. That is not quite so.

2793 Mr. CHAMPION. Unless you have some other

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thought in mind in these lists other than what I have just stated.

Mr. ROSELL. Your statement would be absolutely correct if Mr. Baer's position was not what it is as to the fact that those lists are not what they represent themselves to be. He places me in the position where I am going to pick out certain ones——

Mr. CHAMPION. Let me ask you this: What do you care—I am trying to find out information—supposing on this Exhibit No. 119 there are 80 names and we find from checking our records, and we can also check with the company, you understand, if we want to, that 70 of these 80 men have never been members of the Alliance.

Now, why take up all this time in going into the duties of the 70 men unless you have some other thing in mind other than determining whether they are members of the Alliance?

Then we would have ten left. All right. We have ten members who are either members of the Alliance or not. We will furnish you accurate information within our power as to when these men became members, when they were dropped, and whether they are members today. Then we have the thing limited to ten. The company takes the position, "Here are ten men, they are on a supervisory list."

We say the mere fact that the management says—
2794 the mere fact that they are on the supervisory list does not mean that they are barred from membership in the Alliance within the meaning of the Wagner Act.

Then we have got the thing down to ten. All right. Let us find out what are the duties of those ten men. Then we have eliminated seventy. That to me seems to be the expeditious way to handle it.

Mr. BAER. Mr. Examiner, without stating everything that I can conceive is in Mr. Rosell's mind, I am going to state one thing, the reason for my position, and that is, that I can conceive of Mr. Rosell bringing some witnesses in here, stating what statements might have been made by some of these men who are on the supervisory list and have this company bound by a man by virtue of the fact that he appears as a supervisor on this Exhibit 118 or 119,

when in fact he is not a supervisor or in any way represents the company.

Therefore, it is very material, from our standpoint, to show all of the facts with reference to the capacities of these people on that supervisory list, unless Mr. Rosell will agree and stop persisting that those men are supervisors, and the company is estopped to deny they are.

We have turned the lists over in good faith. That is the way the company happened to have them. It was a loose way to carry a list. Men who are working
2795 foremen, and head janitors, and so forth, are right on this list with the top superintendent and the regular assistant officials and all the officials of these various departments. That is what that list contains, and Mr. Rosell does not seem to be willing to understand that those lists contain names of people that are not entitled to be on a list of supervisors. We cannot be bound and will not be bound by what he shows might be said or done by one of the men on these lists, when, in fact, he was not a supervisor.

The testimony we have been going through and the testimony we will have to bring in by further testimony on the part of officials and on the part of the men themselves as to what their capacities are, by that means I believe we can satisfy any reasonable person by getting these men up and talking to the superintendent of the steel mill and of the wire mill, to the people of the wire mill, and satisfy Mr. Rosell as to whether they are supervisory or not. That is something that can be determined easily, and if he is going to make us do it the hard way, we are going to have to do it that way. He has put the list in the record. I gave it to him for what it was worth. If we knew that he was going into all this, we certainly would have designated the men originally and given him the list of supervisors. I gave him the list just the way it was. I could not imagine after somebody was
2796 told that they were not supervisors of anyone putting that list in there as supervisors. That is the thing I cannot understand and that is the thing this record has to be corrected on in some way.

Mr. ROSELL. In the first place, Mr. Examiner, I want to state for the record that I do not want to keep any-

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thing out. Mr. Baer has accused me of any crime he can think of——

Trial Examiner MYERS. Well, let us not go into that.

Mr. ROSELL. I do not want to keep anything out. As far as the lists are concerned, I will repeat, I have put the lists in for what they state and for what they purport to be.

Mr. BAER. Don't you see, Mr. Rosell——

Mr. ROSELL. And the statements of Mr. Baer are only statements of position and he as counsel for the respondent has every opportunity to disprove that or to prove that I am wrong, or anything else.

Trial Examiner MYERS. Now, how shall we proceed? What do you suggest, Mr. Baer?

Mr. BAER. Well, my suggestion is, first, of course, to have Mr. Rosell and such representatives of the management as know what the facts are, and if Mr. Rosell desires to have the actual parties named on these lists present, and have a conference, and I believe one after the other can be stipulated as to what his position is, whether or not he is actually a supervisor.

2797 If that cannot be done, then I see no alternative but to continue in the way that we have started, since we have got Exhibits 118 and 119 already in the record, to continue to show what all of our personnel records show on the man and follow it up with further testimony so that when we are through it will be clear what capacity each one of those men on that list has with that company, I mean, what position, and that will determine then whether he is a supervisor or not.

Trial Examiner MYERS. Do you think you can get together with some officials of the company and stipulate, Mr. Rosell?

Mr. ROSELL. I am willing—I cannot stipulate to anything like Mr. Baer is asking me to. He is asking me to stipulate out of the record what I have already put in. That is what he is asking me to do.

Trial Examiner MYERS. All right.

Mr. BAER. You see, that is his position. He has got that in the record and he wants to stand on it. He does not want anything on this record to change what he put in.

Mr. Rosell. That is ridiculous, Mr. Examiner——

Trial Examiner Myers. I am not bound by Mr Rosell's wishes or thoughts. He might make some statements that he thinks would be advisable, but I assure you if they have not any substance, either in law or
2798 in fact, I disregard his statement, and that will be true, of course, of all counsel. They are only statements, and not evidence. I have to make findings of fact, not on statements, but on facts in the record and testimony and documentary evidence.

Now, we cannot seem to get together, and I think you had better go ahead then as Mr. Baer has suggested that you go through all these records, and that you asked Mr Speight to produce, and he has produced them, and Mr Baer thinks it is a fair thing for all concerned that you put in the others about the wire mill people.

However, I am going to insist that you go through this list fast, and when I say "fast" I mean quickly, and there has to be no notes written by you. If you have not got the names written of these people that appear on Board's Exhibit No. 118, will you please write them down now before we go to hearing, and you leave spaces there. I am not going to wait, and nobody else is going to wait for you to make a lot of notes. It is too late in the hearing to make notes.

Are you ready to go ahead or do you have to make a list?

Mr. Rosell. No, I have a list.

Trial Examiner Myers. All right. Will you take the stand, Mr. Speight, please.

2799 Willis D. Speight resumed the stand and testified further as follows:

Direct examination (continued) by Mr. Rosell:

Q. I wish you to turn to the steel mill files and turn to the file of Carl Reaktenwalt——

Trial Examiner Myers. May I interrupt here, just a moment?

Mr. Speight, have you got these files in accordance with the names on this list, that is, the wire mill?

The Witness. No, they are filed alphabetically.

Trial Examiner MYERS. Now, you asked him about the wire mill?

Mr. ROSELL. No, I am asking about three persons who are on the steel mill list.

Trial Examiner MYERS. As soon as you have finished with those three persons, we will take a short recess at which time I will ask Mr. Speight to arrange the wire mill files in accordance with the names on the list of the wire mill people, and in that way we will save some time. Go ahead.

By Mr. ROSELL:

Q. Will you state what the present position is as revealed by your files of this person, please?

A. There is a notation on the employe's register card that he returned 6/20/28, as pit laborers in the open hearth.

Q. And that is the last information revealed by the file?

2800 A. Yes, sir.

Q. And what is his last clock number?

A. 2125.

Q. Now, I have two names which were previously omitted that I would like to get the clock numbers and dates of their appointment as revealed by your files. I refer first to R. W. Brown.

A. The last number shown on the record is 2304.

Q. And the date of Mr. Brown's appointment?

A. Appointment to what?

Q. To his present position as revealed by your file.

A. November 29, 1943.

Q. What does that show?

A. That shows that he was at that time employed as a second turn roller in the blooming mill and was to be employed as head roller in the blooming mill. Effective date, December 5, 1943.

Q. And who was that approved by?

A. William Herman, superintendent.

Q. Was that the only approval?

A. A.L.S., superintendent; D.P.S.

Q. Does your file reveal when Mr. Brown was appointed the roller on the second turn?

A. No, sir, it does not.

Q. Does it reveal when he was appointed a roller?

2801 A. There is an employment notice dated 1/27/21, where Warren Brown was employed as roller in the blooming mill on payroll number 2304.

Q. That is the same number he still has at the present time, as far as your files are concerned?

A. As far as the record shows, yes.

Q. Will you turn to the file of Julian S. Tomlin, and will you state what your file reveals as to whether he is presently employed?

A. The record shows that on December 3, 1943, J. S. Tomlin, clock No. 2311, quit to accept another job.

Q. And what was his position at the time he quit?

A. The record does not show.

Q. What was the last job shown by your file that Mr. Tomlin had?

A. I have an insurance card showing that he was head roller at the time the insurance application file, which was 12/15/23.

Q. And how much insurance did he have?

A. 3,000 additional; 1,000.

By Trial Examiner MYERS:

Q. When did he take out the original insurance?

A. The first insurance became effective 12/31/21.

Q. Then, on December 15, 1923, he took out an additional $3,000 worth of insurance under the group insurance?

2802 A. According to the record, yes, sir.

Trial Examiner MYERS. All right.

By Mr. ROSELL:

Q. Now, when was Mr. Tomlin hired?

A. He was employed 6/9/17.

Q. In what capacity?

A. Blooming mill roller.

Mr. ROSELL. Now, Mr. Examiner, I am ready to proceed and go to the wire mill.

Trial Examiner MYERS. Now, would it take you very long, Mr. Speight, and wouldn't it help you?

The WITNESS. I do not know that it would. He calls off a name, and we have these filed alphabetically. I merely have to turn to the man that he names. I do not see where it would save any time.

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Trial Examiner MYERS. It would not save any time?

The WITNESS. Not much time. After it was done, it would, because we could just go down the line, but I could pick these out just a quickly in this manner rather than take all the time to go through the files and set them up that way.

Trial Examiner MYERS. All right. See if we cannot get through with this list this morning.

The WITNESS. I do not know how to speed this up.

Trial Examiner MYERS. It is not you, I am not talking about you. I had no reference to you. I thought
2803 I could facilitate this.

The WITNESS. Are we off the record? This is a tedious job——

Trial Examiner MYERS. Off the record.

(Discussion off the record.)

Trial Examiner MYERS. On the record. Proceed, Mr. Rosell.

By Mr. ROSELL:

Q. Will you turn to the file of Mr. J. A. Moritz, please, and state the date and what his present position is and when he was appointed.

Mr. MCGRATH. Mr. Examiner, Mr. Moritz has been on the stand and he has testified in this hearing——

Mr. ROSELL. I am willing to pass it up. I am only doing it so that I will not be accused of keeping anything out of the record that is contained in the file.

Trial Examiner MYERS. Pass up Mr. John A. Moritz. What about Mr. Sanderson, is there any sense in going into his name?

Mr. ROSELL. I do not want to be accused of keeping things out.

Trial Examiner MYERS. Will you answer my question? I do not care whether you are accused of murder. I am interested in the facts in this case.

Mr. ROSELL. I have some information. I will speed that up as fast as I can. I think I can facilitate
2804 it once he gets him.

By Mr. ROSELL:

Q. Will you get the file of Mr. Sanderson, please? Does your file reveal he was appointed assistant to Mr. Moritz on January 1, 1937?

A. I have a request for change dated showing that J.

Sanderson, clock No. 2010, employed as a steel plant employe, to be employed as clerk and assistant to J. Moritz, new clock No. 1984. Proposed date and hour change, 1/1/37.

By Trial Examiner Myers:

Q. Was that Mr. John A. Moritz?

A. Just assistant to J. Moritz.

Mr. McGrath. Mr. Moritz, is Sanderson your clerk, your assistant?

Mr. Moritz. Yes, sir.

Mr. Rosell. All right.

By Mr. Rosell:

Q. Does he have a clock number at the present time, as far as your files reveal?

A. This slip shows a clock number of 1984.

Q. I see. Do you have the file of Florence S. Joseph?

A. I do not think I brought it. I will look. I do not have it.

Q. Do you have the file of Henry G. Cordes, C-o-r-d-e-s?

A. Yes, sir.

Q. And does your file reveal that he was appointed as assistant foreman on 9/20/24?

2805 A. I have a request for change dated 9/20/24, in which Henry Cordes, clock No. 223, employed as assistant foreman in the drawing department, to be employed as same. This is a rate change. Proposed date and hour of change, 9/22/24.

Q. What clock number do you have for Mr. Cordes at the present time, if any?

A. There is no clock number shown on this request for change.

Q. Will you turn to the file of Mr. Herb Moore, M-o-o-r-e? Does your file reveal he was appointed as an assitant foreman on February 21, 1943?

A. I have a request for change dated February 25, 1943, for H. Moore, clock No. 165, employed as wire drawer, to be employed as assistant foreman, effective date, 2/21/43.

By Trial Examiner Myers:

Q. Does your file show any change in position since that date?

A. It does not.

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By Mr. Rosell:

Q. Do you have a clock number listed for Mr. Moore?

A. Clock No. 1914 is shown on this request for change slip.

Q. Now, will you turn to the file of George Haller, H-a-l-l-e-r? Does your file reveal that he became a foreman on February 1, 1929?

A. There is a notation on the employe's register card that George Haller was transferred to night fore-
2806 man in the cleaning department, February 1, 1929.

Q. In what capacity?

A. Night foreman in the cleaning department.

Q. Pardon me. I am sorry. And what clock number do you have, the last clock number you have for Mr. Haller?

A. The last clock number shown is 1923.

By Trial Examiner Myers:

Q. Does your record show any change in position since that date?

A. It does not.

2810 By Mr. Rosell:

Q. Will you turn to the file of Fred Kiesow, K-i-e-s-o-w, and I will ask you if your file reveals he was appointed as a foreman on 10/1/42?

A. I have a request for change dated October 1, 1942, recommending that F. Kiesow, clock number 283, employed as foreman, to be employed as foreman. This is a rate change.

Q. Does your file reveal when he was appointed
2811 to a foreman?

A. It does not.

Q. May I see that one, please?

A. Yes. (Handing document to counsel.)

Q. What is the last clock number you have from Mr. Kiesow, please?

A. 283.

Q. Will you turn to the file of——

Trial Examiner Myers. Now, wait a minute.

By Trial Examiner Myers:

Q. Does your file show there has been any change in that position since the date you mentioned that he was promoted to a foreman?

A. It does not?

Trial Examiner Myers. All right.

By Mr. Rosell:

Q. Now, will you turn to the file of Mr. Donald Willey, W-i-l-l-e-y? Does your file reveal that he was a foreman on November 1, 1943?

A. I have a request for change slip, dated October 29, 1942, showing that Donald Willey, Clock No. 234, employed as a wire drawer in the drawing department is to be employed as a foreman in the drawing department, effective date, November 1, 1943.

By Trial Examiner Myers:

Q. Does your file show any change in that position since that date?

A. It does not.

2812 By Trial Examiner Myers:

Q. What is the last clock number, according to your file?

A. 234.

Q. Will you now turn to the file of Mr. Everett Yaden, Y-a-d-e-n?

A. Everett Yaden?

Q. That is correct.

Trial Examiner Myers. Mr. Speight, do you want to take your coat off?

The Witness Not yet. I may, pretty soon.

Trial Examiner Myers. Just go ahead whenever you want to.

By Mr. Rosell:

Q. Does your file reveal that he was a foreman on 9/16/36?

A. I have a request for change dated 9/12/36, showing that Everett Yaden, clock No. 183, employed as wire drawer, was to be employed as assistant foreman in the drawing department, effective 9/16/36.

Q. And does your file reveal any change in his position since that date?

A. It does not.

Q. What is the last clock number you have for him?

A. 183.

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Q. Will you turn to the file of Mr. Frank Kyle, K-y-l-e? Does your file reveal that he was a foreman on 10/1 42/?

2813 A. I have a request for change, dated October 1, 1942, showing F. Kyle, No. 246, employed as a foreman, to be employed as a foreman. This is a rate change effective October 1, 1942.

Mr. Baer. Mr. Examiner, in answer to Mr. Rosell's question, since he has got these dates, I would suggest that if the record that Mr. Speight has shows that, that the witness' answer just be yes instead of giving all the rest of the information.

Trial Examiner Myers. If he answers yes, it is absolutely meaningless to me, if a man is a foreman on such and such a date. That is what he asks. What good is that to me? I am asking you, Mr. Baer, and I am asking you, Mr. Rosell, what conceivable thing do you want to show by showing that he is a foreman on a particular day and was a member of the alliance?

Mr. Rosell. I am asking him when he was appointed.

Trial Examiner Myers. You are not asking him that.

By Mr. Rosell:

Q. What does your file reveal as to what he was appointed a foreman, Mr. Speight?

A. I have a request for change dated 3/19/42, showing clock No. 246, employed as a wire drawer, to be employed as acting assistant foreman.

Q. And what is the last clock number you have for him?

A. 246.

2814 Q. And does your file reveal any change of position since 3/19/42 for Mr. Kyle?

A. Well, the first request for change that I read to you showed that he was a foreman, but that was dated October 1, 1942.

By Trial Examiner Myers:

Q. Has there been any change in his posiiton, according to you file, since October 1, 1942?

A. There has not.

By Mr. Rosell:

Q. Will your turn to the file of Mr. Bernard Herbig, H-e-r-b-i-g, and will you state what your file reveals as to whether he—as to when he was appointed a foreman?

A. I have no record of his being a foreman.

Q. And what is his last clock number, the last clock number that you have?

A. 85.

Q. What position does your file reveal that Mr. Herbig has?

A. The employe register card shows that on 11/11/40, he was a drawing room clerk.

By Trial Examiner Myers:

Q. Has there been any change in his position since that date?

A. Not indicated by my record.

By Mr. Rosell:

Q. Will you turn to the file of Mr. Jess White, J-e-s-s W-h-i-t-e— pardon me, before you do that, do
2815 you have a file of Evelyn Dahlin, D-a-h-l-i-n?

A. I do not.

Q. Then will you turn to the file of Mr. Jess White, and will you state when Mr. White was appointed a foreman, according to your file?

A. I have no record of when he was appointed a foreman. I have a record showing that he was a foreman on December 16, 1943.

This is a request for change of rate of pay.

Q. And what is the last clock number you have for him?

A. 1931.

Q. And does your file reveal any change of position for Mr. White since that day?

A. It does not.

Q. Will you turn to the file of Henry Zimmerman, Harry Zimmerman? Does your file reveal when he was appointed a foreman?

A. I have no record of his being appointed a foreman.

Q. What is the last record your file has as to his position?

A. On June 9, 1941, Harry Zimmerman was employed as a clerk and went to John Moritz.

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Q. What is the last clock number you have for him?
A. I have no clock number.

By Trial Examiner MYERS:

2816 Q. Was that his first employment with the company?

A. I beg your pardon. There is a number on this card; I missed it—1919.

Q. Was he employed on June 9, 1941, for the first time?
A. Yes, sir, according to this record.
Q. And is he still in the employ of the company?
A. This record would show that he is.
Q. And he holds the same position?
A. This record shows that.

By Mr. ROSELL:

Q. Now, will you turn to the file of Mr. Jerry Weiss?
A. Our record shows G-a-r-o-l-d Weiss.
Q. Is he commonly called "Jerry"?
A. Yes, sir.
Q. Does your file show when he was appointed a foreman?

A. The first record showing that he was a forman is dated 12/8/33, clock No. 554, employed as foreman of physical testing department, to be employed as same. This is a rate change, effective January 28, 1934.

Q. Do you have a slip there dated 1931, showing Mr. Weiss was a foreman in 1931?

A. I have one showing him as a supervisor, not as a foreman.

Q. What does that show?

A. This one is dated 6/1/31, showing G. Weiss,
2817 clock No. 4, supervisor in the physical testing department. This is a rate change, effective 6/3/31.

Mr. BAER. Mr. Rosell, didn't you overlook the names of Margaret Parkinson and Billy Francis?

Trial Examiner MYERS. He has not got the records here for these two young ladies.

Mr. BAER. Oh, are those ladies?

Trial Examiner MYERS. He did ask for them.

Mr. ROSELL. I did not. That was my error. I asked about the other ladies and he did not have those files.

Trial Examiner MYERS. All right, then, it is my error.

By Mr. Rosell:

Q. Do you have the file of Miss Parkinson or Miss Francis or Miss Yaden?

A. Parkinson, and who is the other?

Q. Yaden, Gladys Yaden, or Billie Francis.

A. I do not have those.

By Trial Examiner Myers:

Q. Now, do your records reveal any records of Mr. Weiss' employment as foreman since January 28, 1934?

A. There is a notation on the employe's register card dated 5/16/42, where Garold Weiss was transferred to assistant foreman in the drawing department?

Q. Have you got that change?

A. I do not have it.

Q. That slip, that request for change?

2818 A. I do not think that is here.

Q. Well, have you any slips between January, 1934, and May, 1942, showing any change in the position of Mr. Weiss between those dates?

A. Between 1934 and 1942?

Q. January, 1934.

A. This is,—oh, yes, this is dated 1933. I have a request for change——

Q. You read that into the record. I mean, from that date up to May of 1942.

A. Yes, there is one dated March 8, 1935, Jerry Weiss, clock No. 554, employed as foreman, physical testing department, to be employed as same. This is a rate change, effective March 11, 1935.

Q. Well, have you any after that and before May of 1942?

A. I have not.

By Mr. Rosell:

Q. Do you have any there of a change in position since May 1942?

A. I have not.

Q. What is the last clock number you have listed, Mr. Weiss?

A. 554.

Q. Will you turn to the file of Mr. William L. Claudin, C-l-a-u-d-i-n, and will you state whether your file reveals he became a foreman, and when?

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2819 A. There is a notation on the employe's register card showing that he became a foreman of the high carbon department on 11/10/32.

Q. Does your file reveal any change of position for Mr. Claudin since that date?

A. It does not.

Q. What is the last clock number you have for him?

A. 82.

Q. Will you now turn to the file of Mr. Ernest McMullen, M-c-M-u-l-l-e-n, and will you state when your file reveals he was appointed a foreman?

A. I have a request for change dated 9/14/36, in which Ernest McMullen, clock No. 38, was employed as roller assistant foreman in the patenting department, to be employed as night foreman, effective date 9/16/36.

Q. Does your file reveal when he was appointed an assistant foreman?

A. It does not.

Q. Does your file reveal there has been any change in Mr. McMullen's position since the date which you have read, 9/16/36?

A. It does not.

Q. What is the last clock number you have for Mr. McMullen?

A. 38.

2820 Q. Will you turn to the file of Earl W. Knott, K-n-o-t-t and state when your file reveals he was a foreman?

A. I have a request for change dated June 7, 1933, for Earl Knott, employed as testing—in the testing department, to be employed as foreman in the patenting department, new clock No. 1910, effective June 7, 1943. The old clock number was 553.

Q. Does it reveal any change in his position since that date?

A. It does not, no.

Q. What is the last clock number you have for him?

A. 553—I beg your pardon; 1910.

Q. Will you turn to the file of Melvin Tester, T-e-s-t-e-r, and state when your file reveals he was appointed as a foreman?

A. There is no notation on employe's—there is a nota-

tion on the employe's register card that Melvin Tester was transferred to foreman of the patenting department on 4/16/42.

By Trial Examiner Myers:

Q. Transferred as foreman?

A. I do not have the transfer slip.

Q. What does your record show, what does it show?

A. The record shows that the previous job was assistant foreman of the drawing department.

Q. When did he become that?

A. 11/11/40.

Q. That is November 11, 1940?

2821 A. Yes, sir.

Q. Did he hold that job up to April 16, 1942?

A. According to this record, yes.

Q. And has there been any change in his status since April 16, 1942?

A. There is none shown on this.

Q. Do you have the file of Edgar Henry, H-e-n-r-y, and will you state when the file reveals he was appointed as a foreman?

A. I have a request for change dated September 30th, no year, and Edgar Henry employed as die reamer in the die department, to be employed as die department foreman, effective date 10/1/41.

By Trial Examiner Myers:

Q. What date was that?

A. October 1, 1941.

By Mr. Rosell:

2822 Q. Does your file reveal any change in position for Mr. Henry since that date?

A. It does not, no.

Q. What is the last clock number you have for him?

A. 45—I beg your pardon; 1911.

Q. Will you turn to the file on Matt Rogena, R-o-g-e-n-a, and state the date of his appointment, according to your file?

A. There is a notation on the employe's register card dated 1/15/10, Matt Rogena was employed as a drawing room foreman.

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Q. And does your file reveal any change of position for him since that date?

Mr. BARR. What was that date?

The WITNESS. 1/15/10.

Mr. BARR. 1910?

Trial Examiner MYERS. Yes, January 15, 1910.

By Trial Examiner MYERS:

Q. Is he still in the company's employ?

A. Yes, as far as I know.

Trial Examiner MYERS. What was your question, again?

Mr. ROSELL. Would you read the question, please?

(Record read.)

The WITNESS. Yes, several of them.

By Mr. ROSELL:

Q. Will you state what they are?

A. On July 9, 1917, Matt Rogena was transferred
2823 from plate setter in the drawing department to laborer in the steel plant yard; on July 15, 1918, he was employed as a tool maker in the die room at that date, and has a rate change. 6/1/18, it shows his being a tool maker in the drawing department.

On February 18, 1918, he was employed as a die room foreman in the drawing department; October 1, 1917, he is shown as a foreman in the plate department; August 1, 1917, he is shown as a plate setter in the drawing department.

Q. And your last position as revealed by his file and the date, is what?

A. The employe's register card shows that on 10/13/19, he was a die reamer.

Q. Does your file reveal any change of position since that date?

A. No, sir.

Q. What is his last clock number?

A. 1909.

Q. Will you turn to the file of Tom Rinaldo, R-i-n-a-l-d-o, and state what your file reveals as to the date of his appointment as a foreman?

A. The first record I have of him as a foreman is dated August 30, 1936. He was employed as a foreman in the

cleaning department, and this was a rate change. He was on clock No. 22 at that time.

2824 Q. Well, do you know when he was appointed?

A. I do not.

Q. As a foreman?

A. That is the first record that shows that he is a foreman.

Q. Now, what is the last clock number you have for him?

A. 22.

Q. Does your file reveal any change in position since 9/16/36?

A. I have a request for change dated 4/10/44, in which Tom Rinaldo, clock No. 1951, employed as foreman in the cleaning department, to be employed as helper in the netting department, new clock No. 956, effective date 4/9/44.

Q. Now, was there any change between the date of his appointment as a foreman in the cleaning department and his appointment as a helper in the netting department on 4/10/44?

A. The record does not show on that.

2825 By Mr. Rozell:

Q. Will you check the file of Mr. Irvin Rowell, R-o-w-e-l-l, and state when he was appointed a foreman, according to your file?

A. According to the record from 3/16/38, with clock No. 15, employed as a cleaner in the department and was to be employed as night foreman for cleaning department, effective date 3/16/38.

Q. Under what number—the new number, if any.

A. No number under new clock number.

Q. How do you spell his first name?

A. I-r-v-i-n—I beg pardon. E-r-v-e-n.

Q. Is he also referred to as "I-r-v-i-n", do you know?

A. I don't know about that.

Q. That is the way it is listed on Board's Exhibit No. 118, I-r-v-i-n.

A. Well, I presume it is the same man.

Trial Examiner Myers. Wait. Can the parties stipulate that it is the same man?

Mr. Barr. Yes, sir, Mr. Moritz says it is the same man.

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Trial Examiner MYERS. Do you stipulate, Mr. Rosell?

Mr. ROSELL. Yes, I am sorry.

Trial Examiner MYERS. And you, Mr. Champion, do you so stipulate?

Mr. CHAMPION. Sir?

2826 Trial Examiner MYERS. That I-r-v-i-n is also known as E-r-v-e-n Rowell?

Mr. CHAMPION. Yes, sir.

Mr. BARR. Mr. Morits says they are the same person.

Mr. CHAMPION. Very well.

By Mr. ROSELL:

Q. Do you have any change of position listed for Mr. Rowell since that date, 3/16/38?

A. I have not.

Q. What is the last clock number listed for Mr. Rowell in your file?

A. 15.

Q. Will you turn to the file of Raymond Lockhart, L-o-c-k-h-a-r-t, and state when your file reveals he was appointed a foreman?

A. I have a slip dated April 14, 1943, showing Raymond Lockhart, clock No. 29, employed as cleaner in the cleaning department, to be employed as foreman in the cleaning department, new clock No. 1921.

Q. And does your file reveal any change of position for Mr. Lockhart since that date?

A. It does not.

Q. And your last clock number is 1921?

A. Yes, sir.

Q. Will you turn to the file of Alvin Schuler, S-c-h-u-l-e-r? Is he presently employed by the com-

2827 pany, according to your record?

A. According to this record, he is.

Q. And in what position is he employed, according to your file?

A. The last——

Mr. BARR. For Mr. Rosell's information I would like to say that this gentleman is in the Navy.

Mr. ROSELL. I was going to ask him that.

The WITNESS. Our record does not show that. It probably has not been posted as yet.

By Mr. Rosell:

Q. What does your file reveal as to the position he had prior to his entry into the Navy?

A. I have a number change dated 2/15/44, showing that E. E. Schuler, Clock No. 532, was a foreman in the High carbon warehouse, new clock No. 2080.

By Trial Examiner Myers:

Q. That was just a change in rate, is that all?

A. A change in number.

Q. A change in number, but he was a foreman prior to that?

A. It shows foreman, yes.

Q. When was he appointed a foreman, do you know? I mean, do the records indicate?

A. I have a slip. The light is bad here—I have a slip dated 4/7/43, showing that Alvin Schuler, clock No. 532, was employed as leader, is to be employed, to
2828 gradually become foreman of the department. Proposed date and hour of change, April 12, 1943.

Q. That is signed by whom?

A. John A. Moritz, superintendent.

Q. Was there any change in position since that date, according to your records?

A. No, sir.

By Mr. Rosell:

Q. Does your file reveal when he was appointed a leader?

A. I have a slip dated November 29, 1942, showing E. Schuler, clock No. 532, was employed as a laborer in the high carbon rope warehouse, to be employed as a crew leader in the high carbon rope warehouse, proposed dated and hour of change, November 1, 1942.

By Trial Examiner Myers:

Q. What reason do they give for the change?

A. Promoted to crew leader.

Q. And who is that signed by?

A. John A. Moritz, superintendent.

By Mr. Rosell:

Q. What is the last clock number you have for him, was that 1080?

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A. 1080 is the last number I have.

Q. Will you now turn to the file of H. Lohrenz, L-o-h-r-e-n-z——

Trial Examiner MYERS. May I just suggest that
2829 you move the table closer to the window so that you can get better light? Would that be better for you, Mr. Speight?

The WITNESS. I wonder if I could work around on this side, if that is agreeable. The light comes in here a little better, I believe.

Trial Examiner MYERS. Very well. Make yourself as comfortable as possible.

The WITNESS. I have the record.

By Mr. ROSELL:

Q. Have you got the file of Mr. Lohrenz?

A. I have.

Q. Will you state what that shows, please?

A. I have a number change dated 2/15/44, showing H. Lohrenz, clock No. 534, new clock number 1082. Reason for change, number change only. Was employed as leader in the high carbon warehouse.

Q. Does your file show when he was employed as a leader?

A. I have a slip dated November 29, 1942, showing H. Lohrenz, clock No. 534, employed as laborer in the high carbon rope warehouse, to be employed as crew leader in the high carbon rope warehouse. Proposed date and hour of change, November 1, 1943, approved by John A. Moritz, superintendent.

Q. And your last clock number is 1082, is that correct, for him?

A. Yes, sir.

2830 Q. Will you turn to the file of Clyde Chitwood, C-h-i-t-w-o-o-d, and will you state what that file shows, if you please?

A. I have a slip dated 2/15/44, showing a number change, clock No. 531, employed as assistant foreman in the high carbon warehouse to new clock No. 1079, number change only.

Q. No. 1079, is that the last number you have for him?

A. Yes, sir.

Q. What job was he—I will withdraw that.

When was he appointed as leader?

A. I have a slip dated October 29, 1942, showing C. Chitwood, clock No. 531, employed as a laborer in the high carbon rope warehouse, to be employed as crew leader in the high carbon rope warehouse, effective date and hour of change, November 1, 1942, approved by John A. Moritz, superintendent.

Q. And your last number for him is 1079, is that correct?

A. Yes, sir.

By Trial Examiner Myers:

Q. Has there been any change in his position since that date?

A. There is none shown on the record.

By Mr. Rosell:

Q. Will you turn to the file of Herman Johnson, J-o-h-n-s-o-n, and would you state what that file reveals?

A. I have a number change dated 2/15/44, showing
2831 that H. Johnson, No. 535, leader in the high carbon warehouse has a new clock number, 1083, number change only.

Q. Is 1083 his last clock number?

A. Yes, sir.

Q. When does your file show that he was appointed as a leader?

A. I have a slip dated 7/6/43, showing Herman Johnson, clock No. 535, employed as a laborer, to be employed as leader.

Q. And does your file show any change of position since that date?

A. It does not.

Q. Will you turn to the file of Lyle Hoffman, L-y-l-e H-o-f-f-m-a-n, and will you state when your file reveals he was appointed a foreman?

A. I have a request for change dated September 2, 1942, showing that Lyle Hoffman, clock No. 55, employed as reclaiming superintendent, to be employed as foreman in the reclaiming department, effective date September 2, 1943.

Q. Who is that signed by?

A. John A. Moritz, superintendent.

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Q. Is there any change in your file in his position—I am sorry.

Trial Examiner MYERS. Start all over again.

Mr. ROSELL. I am sorry. I withdraw that.

2832 By Mr. ROSELL:

Q. Is there any change indicated in your files for Mr. Hoffman since 9/2/43?

A. There is not.

Q. And when was he appointed a supervisor, according to your file?

A. I have a slip dated March 23, 1943, showing Lyle Hoffman, clock No. 55, employed as reclaiming man, drawing department, to be employed as supervisor, drawing department, effective date March 23, 1943, approved by J. A. Ammons, Superintendent.

Q. What is the clock number on there?

A. There is no number. The old clock number was 55.

Q. What is the last clock number you have for him?

A. 55.

Q. Will you turn to the file of Mr. Oran H. Byrne, B-y-r-n-e, and will you state when your file reveals he was appointed a foreman?

A. I have a record of July 16, 1941, showing that Oran Byrne, clock No. 482, was employed as a galvannealer, and extra foremen, galvanizing department, to be employed as department foreman, galvanizing department, new clock No. 1901.

Q. Is that the last clock number you have for him?

A. Yes, sir.

Q. When was he appointed extra foreman, ac-

2833 cording to your file?

A. I have no record.

Q. And does your file reveal any change in position for Mr. Byrne since 7/16/41?

A. It does not.

Q. Your last clock number is 1901, is that correct?

A. Yes, sir.

Q. Will you turn to the file of David W. Moritz, M-o-r-i-t-z, and state what your file shows, as to when he was appointed a foreman?

A. I have a slip here dated 10/21/18.

Q. Is that 1918?

A. 1918, showing D. Moritz, clock No. 314, employed as wiper in the galvanizing department, to be employed as assistant foreman, galvanizing department, effective date 12/10/18.

Q. Does your file indicate any change in position of Mr. David Moritz since that date?

A. It does not.

Q. What is the last clock number you have for Mr. Moritz, please?

A. 1936.

Q. Will you turn to the file of Mr. Dean Byrne, D-e-a-n B-y-r-n-e, and state when he was appointed a foreman, according to your file?

A. I have a slip dated September 11, 1943, show-
2834 ing Dean Byrne, Clock No. 429, employed as temporary foreman, galvanizing department, to be employed as regular foreman, galvanizing department, new clock No. 1915.

Q. I am sorry; was that first number 129?

A. 429.

Q. And what is the new number.

A. 1915.

Q. Is that the last clock number you have for Mr. Byrne?

A. It is.

Q. May I see that slip for just a minute, please?

A. Yes, sir. (Handing document to counsel.)

Q. Does your file reveal when he was appointed a temporary foreman?

A. It does not.

Q. And there has been no change in position since this date you gave me, was that 9/16/43?

A. 9/16/43.

Trial Examiner MYERS. Here is your slip, Mr. Speight.

The WITNESS. Thank you.

By Mr. ROSELL:

Q. Will you turn to the file of Mr. Ed Yocum, Y-o-c-u-m, and state when your file reveals he was appointed a foreman?

A. I have a slip dated September 20, 1942, showing that Ed Yocum, clock No. 499, was employed as a spell

foreman, galvanizing department, to be employed
2835 as a regular foreman, galvanizing department, effective date October 1, 1942.

Q. What is a "spell foreman", Mr. Speight?

A. It is my impression that it is a relief foreman. I am not certain.

Q. Does your file reveal any change in position for Mr. Yocum since 10/1/42?

A. It does not.

Q. What is the last clock number you have listed for him?

A. 499.

Q. Does your file show when Mr. Yocum was appointed a spell foreman?

A. It does not.

Q. Will you turn to the file of Mr. Elmer Keller, K-e-l-l-e-r, and will you state when your file reveals he was appointed a foreman?

By Trial Examiner MYERS:

Q. Did you testify whether there was an change in that man's status since the last date?

Mr. ROSELL. Mr. Yocum.

Trial Examiner MYERS. Yes.

The WITNESS. I do not think so.

By Trial Examiner MYERS:

Q. Was there any change in Mr. Yocum's status, according to your records, since——

A. According to my records there has been no change in status since 10/1/42.

2836 By Mr. ROSELL:

Q. Would you state what your file reveals with respect to Mr. Keller?

A. I have a slip dated September 1, 1938, showing that Elmer Keller, clock No. 456, was employed as a galvannealer in the galvanizing department, and is to be employed as a foreman in the galvanizing departmetn, new clock No. 1905, effective date 9/1/38.

Q. Does your file show any change of position for Mr. Keller since that date?

A. It does not.

Q. What is the last clock number you have for him?

A. 1903.

Q. 1903?

A. Oh, 1905; I beg your pardon.

Q. And, Mr. Speight, do you have a slip there dated 4/1/36?

A. No, sir.

Q. May I see the file, please?

A. Yes (handing documents to counsel).

Q. Will you look at your employe's register card, Mr. Speight? Is there a notation there?

A. There is a notation there on the employe's register card date 4/1/36 showing a transfer to foreman in the galvanizing department.

By Trial Examiner MYERS:

2837 Q. You mean he was made a foreman as of that date?

A. Yes, sir.

Q. Then the change in his status between July 1, 1938, and September 1, 1938—I mean, April 1, 1936 and September 1, 1938—isn't there a change there?

A. Yes, there is a change, and it shows that on the period from 7/1/38 to 9/1/39 he was employed as a galvannealer.

Q. What is that, do you know?

A. A galvannealer is a man who has charge of the pan, the processing of galvanizing.

Trial Examiner MYERS: I see.

By Mr. ROSELL:

Q. And according to your file, Mr. Speight, Mr. Keller was a foreman from 4/1/36 to 7/1/38, is that correct?

A. That is right.

Q. I do not know if I asked you, has there been any change in position for Mr. Keller since 9/1/38?

A. The record does not indicate it.

Q. And his last clock number is 1905, is that correct?

A. Yes, sir.

Q. Will you now turn to the file of Mr. Walter Doe, D-o-e, and will you state when your file reveals he was appointed a foreman?

A. He was employed as a foreman on 5/15/07.

2838 Q. Does your file reveal any change of position for Mr. Doe since that date?

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A. It does not.

Q. What is the last clock number you have for him?

A. 1916.

Q. Now, will you turn——

Trial Examiner MYERS. Just a moment.

Mr. ROSELL. I am sorry.

By Mr. ROSELL:

Q. Will you turn to the file of Mr. Arthur Farnum, F-a-r-n-u-m, please, and state when your file reveals he was appointed a foreman?

A. I have a slip dated 2/17/36, showing A. Farnum, clock No. 629, was employed as assistant foreman. This is a rate change, effective March 1, 1936.

Q. Does your file reveal any change in position for him since that date?

A. It does not.

Q. What is the last clock number you have for him?

A. 629.

Q. Now, does your file reveal when he was appointed as assistant foreman?

A. I have a slip dated 4/2/23, showing A. Farnum, clock No. 731, was employed as second repair man, nail mill, to be employed as assistant foreman, nail department, effective 4/2/23.

2839 Q. Will you turn to the file of——

By Trial Examiner MYERS:

Q. Was there any change in position between—what was the last date you gave?

A. 4/2/23.

Q. 1923

A. Yes, sir.

Q. Was there any change in position from the time he was made a foreman to the present time?

A. Yes, sir—well, there are several of them. July 12, 1933, there is a slip showing A. Farnum, clock No. 629, was employed as first repair man, nail department, to be employed as first repair man, and acting foreman, effective 7/17/33.

Q. Then from August 1, 1921, up to July 17, 1933, there was not any change in his position, is that right?

A. No, sir.

Q. Then from—what is the next change?

A. The first one that I read, dated February 17, 1936, shows him employed as assistant foreman. I have no record showing when he went from acting foreman to assistant foreman.

Q. What does this card read, the employe's register card?

A. There is a notation on the employe's register card date 8/1/21, showing that he returned to Keystone as a foreman in the nail department.

2840 Q. What else does it say? He left when?

A. You mean prior to this date?

Q. No, what is that? (Indicating).

A. Those stand for change of rate.

Q. Left 4/1/34.

A. The "A" stands for change of rate. He had a change of rate 4/1/34.

Q. He had a change of rate and still remained a foreman, is that right?

A. Yes, sir.

Q. What is the next date?

A. 2/17/36, he was rated as a foreman at that time.

Q. Then what happened?

A. Then the register card shows that on 2/17/36 he went on the monthly payroll.

Q. As what?

A. As a foreman.

Q. According to that record he is still a foreman on the monthly payroll, is that right?

A. Yes, sir.

By Mr. Rosell:

Q. And your last clock number for him is 629?

A. 629.

Q. Will you turn to the file of I. Randolph, R-a-n-d-o-l-p-h and will you state when he was appointed a foreman?

2841 A. I have a slip dated July 21, 1942, showing that Iris Randolph, clock No. 627, received a rate change in the position of acting foreman in the nail department.

By Trial Examiner Myers:

Q. Iris is spelled I-r-i-s?

A. Yes, sir.

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By Mr. Rosell:

Q. His full name is Iris, is that correct?

A. This slip reads I-r-i-s.

By Trial Examiner Myers:

Q. Is that the same man?

A. As far as I know.

Q. Iris Randolph. All right.

A. Yes, sir.

Trial Examiner Myers. Could the parties stipulate that Iris Randolph is the same person and also known as I. Randolph?

Mr. Barr. That is stipulated, as far as we are concerned.

Mr. Champion. Yes, sir.

Trial Examiner Myers. Mr. Rosell, do you so stipulate?

Mr. Rosell. Yes, I so stipulate.

Trial Examiner Myers. All right, go ahead.

By Mr. Rosell:

Q. And does your file reveal when he was appointed as acting foreman or assistant foreman?

in the nail mill.

2842 Q. Do you have any record showing what he was appointed?

A. I do not.

By Trial Examiner Myers:

Q. What does this say, this slip? (Indicating).

A. That is the one I first read, showing he had a rate change.

Q. Has there been any change in his status of employment since February 8, 1942?

A. The record does not show such a change, no, sir.

Trial Examiner Myers. Go ahead.

By Mr. Rosell:

Q. Your last clock number for Mr. Randolph is revealed as what, Mr. Speight?

A. 628.

Q. Will you turn to the file of Mr. Ed Bohlander, E-d. B-o-h-l-a-n-d-e-r, please?

A. I have a slip dated 8/6/42, showing that E. Bohlander, clock No. 907, was employed as an adjuster in the fabric department and received a rate change effective 8/5/42.

By Trial Examiner MYERS:

Q. What is that? What is that going to show—all right, go ahead.

By Mr. ROSELL:

Q. Will you show me when your file reveals he was appointed as an adjuster?

A. The first record that I have showing him as an adjuster was dated 7/11/34, clock No. 907, and that was a rate change effective 7/15/34.

2843 Q. What does that designate him as?

A. As an adjuster and special services?

Q. Do you have a slip there dated 1928?

A. Yes, sir.

Q. Will you read that slip, please?

A. This slip is dated October 24, 1928, showing E. Bohlander, clock No. 907, operator electric weld department, to be employed as assistant foreman, same department, effective date October 24, 1928.

Q. And who is that signed by?

A. Joe L. Herman, superintendent.

Q. Do you have a slip there dated in 1936?

A. I have two in 1936.

Q. Do you have on in October?

A. Yes, sir.

Q. Will you read that slip, please?

A. One dated October 9, 1936, shows Ed Bohlander, clock No. 937, was employed as an adjuster and acting foreman in the fabric department, to be employed as acting foreman, effective date 10/9/36.

Q. What is the last clock number you have for him?

A. 907.

Q. And has there been any change in his position for Mr. Bohlander since 10/9/36?

A. Well, the first record that I read, dated July 21,

2844 1942, showed him to be employed as an adjuster. That is the last record that I have.

By Trial Examiner MYERS:

Q. Between 10/9/36 and February 8, 1942, has there been any change in the status of this man's employment, as far as your records are concerned?

A. Yes, sir.

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Q. What are they?

A. January 1—let's see, that was—January 1, 1937, the slip shows that he was an adjuster; March 21, 1937, there is a slip showing he was a foreman.

Q. What else does it show on January 1, 1937?

A. This shows that Ed Bohlander, clock No. 907, was employed as an adjuster and had a rate change. The reason for the change when acting as foreman, I presume that is when it is effective, when acting as foreman.

Q. Just read what it says.

A. Old rate, 83 cents; new rate, 86 cents.

Q. Anything else?

A. I have another slip showing that Ed Bohlander, clock No. 907, was employed as a foreman and had a rate change effective March 21, 1937, and on the same date another slip showing that Ed Bohlander, clock No. 907, was employed as fabric adjuster and had a rate change effective March 21, 1937.

Q. Any other changes down to date?

2845 A. I have one more, December 9, 1940. I have a slip showing Ed Bohlander, clock No. 907, employed as fabric department adjuster and assistant foreman, received a rate change effective 12/15/40.

Q. Any other changes in his employment since that date?

A. The first one I read.

Q. What date is that?

A. April 1, 1941, showing that E. Bohlander, clock No. 907, was employed as an adjuster in fabric.

Q. Any change in his status since that date?

A. The record does not show any other change.

By Mr. Rosell:

Q. Will you turn to the file of Zale Ronketta, Z-a-l-e R-o-n-k-e-t-t-a, and will you state what that file reveals, please?

A. The last record I have is dated December 8, 1943, showing that Z. Ronketta, clock No. 950, was employed as a tool room man in the fabric department. This is a rate change, or, rather, a number change only. His new number is 905. Prior to that I have a slip dated 8/6/42, showing Zale Ronketta, clock No. 950, was employed as

tool room man, fabric. This is a rate change dated 8/6/42.

Q. Are those the two you read, Mr. Speight?

A. Yes, sir.

Q. Would you read the other changes for Mr. Ronketta, please?

2846 A. I have a request for change dated July 21, 1942. This is for Zale Ronketta, clock No. 950, employed as tool room man in fabric. This is a rate change effective February 8, 1942.

Q. Will you read his other changes, please?

A. Here is another change dated November 17, 1941, showing that Zale Ronketta, clock No. 950, employed as a foreman and tool room man in the fabric department; this is a change of rate dated November 16, 1941.

Q. Now will you read the other changes, please?

A. I have a slip dated April 1, 1941, showing a rate change for Z. Ronketta, clock No. 950, employed as tool room, fabric.

I have another one dated 12/9/40, showing Zale Ronketta, clock No. 950, as tool room man in the fabric. This is a rate change effective 12/15/40; I have another one dated 4/12/37, showing Zale Ronketta, clock No. 1322, employed in the post department, to be employed as tool room man in the fabric, clock No. 950, effective 4/12/37.

I have one dated 4/1/33, showing Zale Ronketta, clock No. 1693, employed as electrician, to be employed as laborer in the post department, new clock No. 1322.

By Trial Examiner Myers:

Q. Have you got anything else?

A. I have one dated in 1932, showing a rate change for Zale Ronketta, clock No. 1693, and I have another

2847 dated 9/29/31, showing a rate change on Z. Ronketta, clock No. 1693, and an electrician in the wire mill, effective October 1, 1931.

Q. Would you read everything in this file regarding changes in occupation and rates?

A. I have.

By Mr. Rosell:

Q. What is the last clock number you have listed for him?

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A. 905.

Q. Will you turn to the file of W. Hessler Gentry, W. H-e-s-s-l-e-r G-e-n-t-r-y?

A. The last record I have on him was a request for change dated 3/8/41, showing Hessler Gentry, clock No. 562, was employed as an inspector, testing department, to be employed as foreman, bundling department, new clock No. 1989, effective date 3/10/41.

Q. May I see that slip, please?

A. Yes, sir [handing document to counsel].

Q. Your last clock number listed for him is 1989?

A. That is right.

Q. Will you turn to the file of——

Before I do that, has there been any change in position for Mr. Gentry since 3/10/41?

A. There is none indicated on the record.

Q. Will you turn to the file of William Bahlman, B-a-h-l-m-a-n, and state when your file reveals he was appointed a foreman?

2848

A. The first record showing that he was a foreman is September 21, no year indicated, William Bahlman, clock No. 143, foreman in the bundling department, change of rate, the proposed date and hour of change September 23, but no year shown there.

Q Do you have a slip there dated March, 1936?

A. I do not see it.

By Trial Examiner Myers:

Q. Well, read what is on the employe's record card.

A. Here is one dated 2-26—I am sorry.

By Mr. Rosell:

Q. Will you read that?

A. William Bahlman, clock No. 1412, employed as bundler in the bundling department, to be employed as assistant foreman in the bundling department, effective March 20, and no year, but this is approved by——

By Trial Examiner Myers:

Q. What does your record show, your employe's register card show, as to the year?

A. 3/20/36.

Q. Any change between 3/20/36 and 10/1/42?

A. No, sir.

Q. What is the last entry that you have from 10/1/42?
A. A request for change dated October 1, 1942, William Bahlman, clock No. 1412, employed as foreman.
2849 This is a rate change, effective October 1, 1942, signed by John A. Moritz, superintendent.
Q. What is the change?
A. Change? What do you mean, the rate?
Q. Was he put on a salary basis?
A. Yes, sir, he was changed from an hourly rate to salary.
Q. Has there been any change, according to your record, since 10/1/42?
A. There has not.
Q. What is his last clock number?
A. 1412.
Trial Examiner MYERS. Take up the next man, please.
Mr. ROSELL. Yes, sir.

By Mr. ROSELL:

Q. Will you look at the file card of Einar Olson and state when your file reveals he was appointed a foreman.
A. I have a slip dated July 21, 1942, a rate change showing him to be employed as acting foreman.
Q. July 21?
A. Effective February 8, 1942.
Q. That was retroactive, then?
A. I would take it so, yes, sir.
Q. And what is the clock number listed for him there?
A. 1425.
Q. Is that the last clock number you have listed there for him?
2850 A. Yes, sir.
Q. Have there been any changes in position in your record noted for him since 2/8/42?
A. I have no such record.
Q. Will you turn to the file of Jack Melling, M-e-l-l-i-n-g and state when your file reveals he was appointed a foreman?
A. I have a slip dated 7/30/17, showing Jack Melling, clock No. 735, employed as loader in the shipping department, to be employed as loading foreman in the shipping department.
Q. And did you say 1917?

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A. Yes, sir.

Q. What is the last clock number you have for him?

A. 1938.

Q. Has there been any change in position noted in your file for Mr. Melling since 7/30/17?

A. I have another slip, 11/23/17, showing a rate change, clock No. 725.

By Trial Examiner MYERS:

Q. Are those all the changes you have in your file?

A. Yes, sir.

By Mr. ROSELL:

Q. Will you get the file of William Bosch, B-o-s-c-h, and state when your file reveals he was appointed a foreman?

A. I have no record of his being a foreman.

Q. What is your last record with respect to Mr. Bosch?

2851 A. It is a request for change dated 4/20/36, showing a change for William Bosch, clock No. 1969, Portland, Oregon, warehouseman, to be employed as assistant shipping clerk, transferred from Portland to the plant, effective date 4/20/36.

Q. And is there any change noted in your file since 4/20/36?

A. There is none.

Q. What is the last clock number you have listed for him?

A. 1969.

Q. Will you turn to the file of Mr. Orville Rarick, O-r-v-i-l-l-e R-a-r-i-c-k, and state when he was appointed foreman, according to your files?

A. The employe register card shows he was hired as a foreman 9/15/1906.

Q. And what is the last clock number you have for him?

A. 1652.

Q. Has there been any change in position noted in your file for him since 9/15/1906?

A. Yes, sir, a great many.

By Trial Examiner MYERS:

Q. Has he been changed from the position of foreman since that time? I do not think the changes or rates are material at this time.

A. Oh, at one time he was a millwright.

Q. Well, tell us about those things, and what his
2852 changes of position have been, not the rates. I do not think the rates are material in this, or change in clock numbers.

A. All right. 6/1/17, he was shown as foreman in the yard; 1/1/18, he was shown as sub-foreman in the yard.

Q. Nothing in between, is that right?

A. Well, I am taking this the way they are filed. I think they are right. 1/10/18, he is shown as being transferred from foreman in the yard to mechanic in the machine shop; 2/20/18, he was shown as a machinist in the machine shop; 3/11/18, he was transferred from machinist to general millwright; April 15, 1918, he was shown as a machinist in the machine shop; May 6, 1918, he was shown as a millwright in the machine shop; June 25, 1918, change of rate; July 2, 1918, he was shown as machinist in the wire mill; August 16, 1918, he is shown as a millwright foreman of the wire mill; March 10, 1919, he was shown as a millwright in the machine department; July 30, 1919, he was shown as millwright in the mechanical department; 11/24/19, he was shown as millwright in the machine department; 2/17/20, employed as foreman of the millwrights; 4/5/20, foreman of the millwrights—this is a rate change; 8/1/21, shows him employed as a millwright; 1/10/22 shows him as a millwright foreman; 1/24/22 shows him as a millwright foreman; 9/2/22, millwright foreman; 11/14/22, millwright foreman.

That is the last record I have.

2853 By Mr. Rosell:

Q. What date that was that last one?

A. 11/14/22.

Q. Has there been any change of position noted in your file since 11/14/22?

A. The record does not show it.

Q. His last clock number is 1652, is that right?

A. Yes, sir.

Q. Will you turn to the file of Fred Halsted, H-a-l-s-t-e-d——

Trial Examiner Myers. Mr. Rosell, you will have to speed it up. You are slowing down.

Mr. Rosell. I am going at it as fast as I can.

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Trial Examiner MYERS. Go ahead and ask questions and don't talk back to me. That just wastes time.

The WITNESS. My last record shows July 1, 1943, request for change for Fred Halsted, clock No. 1604, employed as millwright, to be employed as associate foreman, effective date July 1, 1943.

By Mr. ROSELL:

Q. Under what clock number?

A. After the words "New clock No." is written the word "Monthly" indicating the monthly payroll.

Q. His last clock number is 1604?

A. His last clock number is 1604.

By Trial Examiner MYERS:

Q. And has he had that job since that last date mentioned by you, according to your record?

2854 A. Yes, sir.

By Mr. ROSELL:

Q. Will you turn to the file of Mr. Ray Evans, E-v-a-n-s, and will you state what your file reveals with respect to him?

A. The last record is a request for a change dated October 9, 1942, showing Ray Evans, clock No. 1601, was employed as millwright. This is a rate change effective October 11, 1942.

Q. Does your file show any change in position since October 11, 1942?

A. It does not.

Q. Do you have a slip there dated February, 1929?

A. I have.

Q. What does that show?

A. This is a rate change dated 2/5/29, showing that Ray Evans was employed as an assistant foreman in the millwright department.

Q. Does it show when he was appointed assistant foreman?

A. It does not.

Q. And what is your last clock number for him?

A. 1601.

Q. Now, between 1929 and 1942, is there any change in position noted for him?

A. Yes, sir.

Q. What are those?

2855 A. 9/30/31, the record shows that he was employed as a millwright. This is a rate change. On June 28, 1933, I have a slip showing that he was head millwright, rate change, rate change, and I have a slip dated August 30, 1936, showing that Ray Evans, clock No. 1601 was assistant millwright foreman.

I have a rate change dated March 21, 1937, showing that Ray Evans, clock No. 1601, was millwright, rate change—

Trial Examiner MYERS. Do not say "rate change" out loud. The reporter puts them in the record, and when we come to read it we will not know what it is all about.

The WITNESS. I have a rate change dated 8/6/42, showing R. Evans, clock No. 1601, as a millwright.

By Mr. ROSELL:

Q. And your last slip, is that 10/11/42, is that correct?

A. Yes, sir.

Q. Now, your last clock No. is 1601?

A. Yes, sir.

Q. Will you turn to the file of Hank Nanninga, H-a-n-k N-a-n-n-i-n-g-a, and state what your file reveals with respect to that person?

A. The last record I have is dated 8/6/42, showing H. Nanninga, clock No. 1606, employed as carpenter in the millwright department. This is a rate change effective 8/9/42.

Q. Is that the last record you have?

2856 A. Yes, sir.

Q. Has there been any change of position noted in your record?

A. Not since that date.

Q. And your last clock number for him was what?

A. 1606.

Q. Will you turn to the file of Fred Schreiber, S-c-h-r-e-i-b-e-r, and state what your file reveals with respect to him?

A. The last record that I have of him is dated 8/6/42, showing that F. Schreiber, clock No. 1610, was employed as an extra machinist and millwright and received a rate change effective 8/9/42.

Q. Is that your last record with respect to him?

A. It is.

Q. Does the file reveal any change in his position since that time?

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A. No, sir.

Q. Your last clock number for him is what?

A. 1610.

Q. Will you turn to the file of Mr. Perry Sutherland, S-u-t-h-e-r-l-a-n-d?

A. The record shows that he was employed as a master mechanic, September 5, 1915.

Q. And does your file reveal any change of position for him since that date?

2857 A. It does not.

Q. What is the last clock number you have for him?

A. No clock number is shown.

Q. Will you turn to the file of Edgar L. Vale, V-a-l-e, and state what your file reveals, when he was appointed a foreman?

A. The last record I have is a request for change dated October 1, 1942, showing Ed. Vale, clock No. 1526, employed as a foreman, and this is a change from hourly rate to salary, effective 10/1/42.

Q. And that clock number was 1526?

A. Yes, sir.

Q. Is that the last clock number you have listed for him?

A. Yes, sir.

Q. Do you have any records to show when he was appointed foreman or assistant foreman?

A. I have a request for change dated 3/28/35, showing Edgar Vale, clock No. 1526, employed as machinist and assistant foreman, received a rate change effective April 1, 1935.

Q. Is there any change in position noted for him in your records between that date and the—or any date after that, any change of position noted for him?

A. Yes, sir.

Q. What is that?

A. I have a slip dated August 30, 1936, rate change,

2858 showing Edgar Vale, 1526, employed as a machinist.

I have another slip dated January 1, 1937, showing Edgar Vale, clock No. 1526, employed as a machinist. Then I have another rate change.

I have a slip effective March 21, 1937, showing Edgar Vale, clock No. 1526, employed as a machinist, rate change; I have a request for change dated 5/24/37 showing Ed Vale,

clock No. 1526, employed as machinist, rate change; I have a slip dated 4/30/40, showing Edgar Vale, clock No. 1526, employed as assistant machine shop foreman, a rate change effective 5/5/40.

I have another rate change dated 11/7/40, showing E. Vale, clock No. 1526, as assistant foreman.

Q. Do you have another slip?

A. I have a rate change dated April 1, 1941, showing that he was assistant foreman, rate change dated July 21, 1942, showing him as assistant foreman; a rate change dated August 6, 1942, showing him as assistant foreman.

Q. Do you have any slips since 10/1/42? That is the last slip, is it not?

A. Yes, sir.

Q. Showing any change of position since that date?

A. I have no record since that date.

By Trial Examiner MYERS:

Q. What was the last change?

A. October 1, 1942.

2859 Q. What was it?

A. This is a slip showing he was employed as foreman and went from the hourly payroll to salary.

Q. Is he still on the salary payroll?

A. The records show that he is.

Q. And your last clock number for him is what?

A. 1526.

By Mr. ROSELL:

Q. Will you turn to your file for Jay Drummond, J-a-y D-r-u-m-m-o-n-d, and state when your file reveals he was appointed a foreman?

A. I have a slip dated 11/7/40, clock No. 1503, showing he was employed as night foreman on the third shift, rate change, effective 11/11/40.

Q. Does your file reveal when he was appointed as night shift foreman?

A. It does not.

Q. Was there any change of position after 11/7/40 noted in your file?

A. I have a rate change, dated April 1, 1941, showing he was a machinist; I have a rate change dated June 19, 1942, clock No. 1503, employed as machinist foreman.

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Q. Was that your last entry?

A. No, I have a rate change slip dated July 21, 1942, showing him employed as a machinist; I have a rate change dated 8/6/42, Jay Drummond, clock No. 2860 1503, employed as supervisor, third shift machine shop. This is a rate change effective 8/9/42.

Q. Is that your last entry for him?

A. No, sir. The last entry prior to the first one I read saying he was a foreman on October 6, 1942.

Q. And since October 6, 1942, does your file reveal any change in position for him?

A. It does not.

Q. And your last clock number noted for him is what?

A. 1503.

Q. Will you turn to the file of William Drummond, D-r-u-m-m-o-n-d?

A. I do not have a William Drummond. I have a Welburn Drummond, W-e-l-b-u-r-n.

Trial Examiner MYERS. Wait a minute. Will the parties stipulate that William Drummond and Welburn Drummond are one and the same party?

Mr. BARR. Yes, we do.

Mr. CHAMPION. Yes.

Trial Examiner MYERS. Mr. Rosell, do you so stipulate?

Mr. ROSELL. I will so stipulate.

By Mr. ROSELL:

Q. Will you state what your file reveals with respect to Mr. Welburn Drummond?

A. I have a slip dated 8/6/42, clock No. 1521, showing he was employed as second class machinist, Group 2861 2 machine shop. That is a rate change slip effective 8/6/42.

Q. That is your last entry with respect to him?

A. Yes, sir.

Q. May I see that file, please?

A. Yes, sir (handing document to counsel).

Q. Will you state what the clock number noted in the file for him is?

A. 1521.

Q. Is there any change in position noted since 8/6/42 in your file?

A. There is none.

Q. Will you turn to the file of Cliff Wimmer, C-l-i-f-f W-i-m-m-e-r, and will you state what your file reveals as to when he was appointed a foreman?

A. I have a request for change dated October 1, 1942, showing that Cliff Wimmer, clock No. 1585, was a foreman, and this is a rate change, an hourly rate to salary, dated October 1, 1942.

Q. Will you state when your file reveals he was appointed a foreman?

A. The employe's register card shows that he was appointed foreman on 10/1/42.

By Trial Examiner Myers:

Q. When was he appointed an assistant foreman?

A. The register card shows 4/5/36.

2862 Q. Was there any change between those two dates, outside of changes of wage scale?

A. Yes, sir.

Q. Does that change—is that a change in position or change in wage rate?

A. This shows he was a welder, first-class, whereas the other showed him as an assistant foreman.

Q. Read what you have on the paper.

A. I have a request here, dated 11/8/40, showing C. Wimmer, clock No. 1585, employed as welder, first-class.

Q. Read it all the way down. Start from 4/5/36.

A. On 4/6/36, I have a slip that C. Wimmer, clock No. 1585 was employed as welder, to be employed as assistant foreman in the welding department, effective 4/5/36; I have a slip dated January 1, 1937, showing a change in rate for Cliff Wimmer, clock No. 1585, employed as welder; I have a rate change slip effective March 21, 1937, showing Cliff Wimmer, clock No. 1585, employed as welding assistant foreman, to be employed as welding assistant foreman. I have a rate change slip showing Clifford Wimmer, clock No. 1585, assistant foreman on 2/27/39; rate change effective 3/5/39. Then I have this one, dated 11/8/40, showing a rate change for Cliff Wimmer, clock No. 1585, showing he was employed as a welder, first-class. I do not know whether I read this one or not (indicating). Here is one dated

2863 April 1, 1941, showing Cliff Wimmer, clock No. 1585, assistant foreman, rate change effective April

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1, 1941; another rate change for Cliff Wimmer, clock No. 1585, effective February 8, 1942, where he is listed as an assistant welder foreman; another rate change dated 8-6-42, showing Clifford Wimmer, clock No. 1585 as assistant foreman of the welding department, effective 8-9-42.

Q. And your last slip is?

A. I have some more here. Rate change April 17, 1942, showing Cliff Wimmer, clock No. 1585, as assistant foreman, welding department, effective April 20, 1942.

Q. And this last one?

A. The last one is the one I read first, request for change dated October 1, 1942, showing Cliff Wimmer, clock No. 1585, employed as foreman, effective date of the rate change October 1, 1942.

Q. Do you have any changes noted since that date?

A. I have none.

Q. And your last clock number for him is what?

A. 1585.

Q. Will you turn to the file of Ed. Schmidt, S-c-h-m-i-d-t, and will you state when your file reveals he was appointed as foreman?

A. I have an Edwin Schmidt.

2864 Q. It is "E-d-period". Will the parties stipulate that Ed and Edwin Schmidt are one and the same person?

Mr. BARR. Yes, the respondent will so stipulate.

Trial Examiner MYERS. Mr. Champion, will you so stipulate?

Mr. CHAMPION. Yes.

Trial Examiner MYERS. And will you stipulate, Mr. Rosell?

Mr. ROSELL. Yes, the Board will so stipulate.

The WITNESS. The last record shows that a request for change was made 9-28-42 for Ed Schmidt, clock No. 1582, employed as welder, to be employed as assistant foreman, the change to become effective 10-1-42.

By Trial Examiner MYERS:

Q. Does your file reveal any change of position for him since that date?

A. It does not.

Q. And your last clock number for him is what?

A. 1582.

Q. Will you turn to the file of Tom Cowser, C-o-w-s-e-r, and will you state what your file reveals with respect to him?

A. I have a request for change dated April 1, 1943, showing Tom Cowser, clock No. 1586, employed as supervisor in the welding department, to be employed as full time working foreman for the welding department, effective April 1, 1943.

Q. Was that the last entry you have with respect
2865 to his position?

A. Yes, sir.

Q. And the file reveals no change for him since that date?

A. It does not.

Q. Now, does your file reveal when he was appointed as supervisor?

A. I have a slip dated 9-15-41, showing a change for Tom Cowser, Clock No. 1586, employed as arc welder, second class, to be employed as operating supervisor, welder, effective 9-15-41.

Q. Between 9-15-41 and the time he was appointed foreman, has there been any change in position?

A. I have a change of rate slip dated July 21, 1942, showing Tom Cowser, Clock No. 1586, to be employed as welder. I have a slip dated 8-6-42 showing a change for Tom Cowser, clock No. 1586, employed as supervisor, second shift in the welding department. This is a rate change effective 8-9-42.

Q. And your next one is the last one you read, 4-1-43?

A. Yes, sir; yes, sir.

Q. And your last clock number notice for him is what?

A. 1586.

Q. Will you turn to the file of Howard Farris, F-a-r-r-i-s, and state what your file reveals with respect to him?

A. I have a slip dated 8-6-42, showing H. Farris,
2866 clock No. 1588, to be employed as construction welder in the welding department. This is a rate change effective 8-9-42.

Q. Is that your last entry for him?

A. It is.

Q. And your file reveals no change in position for him since that date?

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A. That is right.

Q. Your last clock No. for him is what?

A. 1588.

Q. Will you turn to the file of Jess Strope, S-t-r-o-p-e, and state when your file reveals he was appointed a foreman?

A. I have a slip dated 12-6-26, for Jess Strope, clock No. 1686, employed as pipe fitter in the pipe shop, to be employed as foreman in the department, effective date 12-6-26.

Q. Does your file reveal any change in position for him since that date?

A. It does not.

Q. And the last clock number noted for him is what?

A. 1920—wait a minute, 1920 is right.

Q. Will you turn to the file of Rudy Strope, S-t-r-o-p-e, and state what your file reveals with respect to him?

A. I have a request for change dated 8-6-42, showing Rudy Strope, clock No. 1485, employed as assistant
2867 foreman in the pipe shop. This is a rate change effective 8-9-42.

Q. Will you state what your file reveals as to when he was appointed as assistant foreman?

A. I have a slip dated—no date on it—the effective date, however, is 1-1-37, showing a change for Rudy Strope, clock No. 14, employed as pipe fitter to be employed as pipe fitter and acting foreman.

Q. Is there any change in position between that date and 8-9-42?

A. Yes, sir.

Q. What is that?

A. The next slip, dated 2-23-38 shows a number change in which he was listed as pipe fitter in the pipe department, the clock No. 1419 changed to 1485; I have a rate change effective March 21, 1937, clock No. 1419, showing Rudolph Strope employed as pipe fitter; I have a rate change dated 11-8-40, showing R. Strope, clock No. 1485, as a first class pipe shop; I have a rate change dated April 1, 1941, showing R. Strope, clock No. 1485, as pipe fitter; I have a rate change dated June 27, 1942, showing R. Strope, clock No. 1485, as head pipe fitter in the pipe department; I have a rate change dated July 21, 1942,

showing Rudolph Strope, clock No. 1485, as pipe fitter, rate change effective February 8, 1942.

Q. And your last one is?

2868 A. The last one which I read previously is a request for change dated 8-6-42, showing change of pay for R. Strope, clock No. 1485, at that time assistant foreman in the pipe shop.

By Trial Examiner MYERS:

Q. What was he changed to?

A. Sir?

Q. Was his position changed?

A. No, sir.

By Mr. ROSELL:

Q. And has his position, as your file reveals, been changed since that day?

A. We show no change since.

Q. Will you turn to the file of Kearney Jones, K-e-a-r-n-e-y J-o-n-e-s?

2869 A. The last record I have here is a request for change dated December 10, 1943, Kearney Jones, clock No. 856, employed as operator and assistant foreman, netting department, to be employed as foreman in the netting department, change to become effective December 16, 1943.

Q. Does your file reveal any change in position for him since that date?

A. It does not.

Q. Your last clock number noted for him is what?

A. 1953.

Q. Will you turn to the file of Louis Duttarer, D-u-t-t-a-r-e-r, and state what your file reveals as to when he was appointed as a foreman?

A. I have a slip dated December 10, 1943, showing Louis Duttarer, clock No. 784, employed as an adjuster, and assistant foreman, fence and barbed wire department, to be employed as foreman in fence and barbed wire department, change to become effective December 16, 1943, new clock No. 1952.

Q. Does your file reveal any change of position since the December date? What was that date?

A. 16th.

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Q. December 16, 1943?

A. It does not.

Q. Does your file reveal when he was appointed as assistant foreman?

2870 A. I have a slip dated 6-16-19, showing L. Duttarer, clock No. 559, employed as—as I cannot make out the words.

By Trial Examiner MYERS:

Q. Well, was he transferred at that time?

A. Yes, sir.

Q. What was he transferred to?

A. I have to get the slip. He was transferred to assistant foreman in the fence department, effective 6-16-19.

Q. You took that out of the file of Louis Duttarer?

A. Yes.

Q. I say, you took that out of his file?

A. Yes, sir.

Q. Since between that date, April 19, and 12-16-43, was there any change in position noted in your file?

A. I have a slip dated December 10, 1940, showing a rate change in which he was listed as assistant master mechanic of the fence department; I have a rate change dated April 1, 1941, showing that he was assistant master mechanic in the fence department; I have a rate change dated July 21, 1942, showing him employed as an assistant master mechanic; I have a rate change dated 8-6-42, showing him employed as an assistant master mechanic; then the final slip is the one which I previously read.

Q. That is the one——

2871 A. Dated December 16, 1943.

Q. Will you turn to the file of J. Travis, T-r-a-v-i-s, and state what your file reveals with respect to him?

A. I have a slip dated 8-6-42, showing J. Travis, clock No. 1103, had a rate change at that time. He was listed as an adjuster in the barbed wire department, effective date of slip 8-9-42.

Q. Does your slip show when he was appointed as an adjuster in the barbed wire department.

A. It does not.

Q. Do you have any slip at all or on your card?

A. I have a slip dated June 3, 1918, showing that he was an adjuster in the barbed wire department.

Q. And between that date and the date in 1942 that you mentioned, was there any change in position for him noted in your file?

A. I have a slip dated July 1, 1919, showing the transfer from adjuster to assistant foreman in the barbed wire department; I have a slip dated 12-1-20, showing J. Travis, clock No. 1103, employed as assistant master mechanic in the barbed wire department, to be employed as power trucker in the fence department.

I have a slip dated 3-16-21, showing J. Travis, clock No. 780, employed as operator in the power truck department, to be employed as assistant master mechanic
2872 in the barbed wire department.

I have a rate change showing J. Travis, clock No. 1103, this rate change is dated 3-25-21, in which he was employed as second assistant master mechanic of the barbed wire department.

I have a change slip dated December 10, 1940, showing J. Travis, clock No. 1103, as assistant master mechanic, barbed wire department. This is dated, the change to become effective December 16, 1940.

The last two slips, the one dated April 1, 1941 and the first one I read, dated July 21, 1942, show him as assistant master mechanic in the barbed wire department.

Q. Your last clock number noted for him is what?

A. 1103.

Q. Will you turn to the file of F. Schultz, S-c-h-u-l-t-z, and state what the file reveals?

A. Fred Schultz, I have a slip dated 8-6-42, showing clock No. 1139, employed as adjuster in the barbed wire department. This was a rate change effective 8-9-42.

Q. And does your file reveal when he was appointed as an adjuster?

A. I have a slip dated 12-10-40, showing Fred Schultz, Clock No. 1139, employed as an adjuster in the barbed wire department. This is a rate change effective December 16, 1940.

2873 By Mr. Rosell:

Q. Will you turn to the file of W. Girdzus, G-i-r-d-z-u-s and state what that file reveals, please?

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A. My record shows G-i-r-d-z-e-s.

Trial Examiner MYERS. All right, will the parties stipulate that that is one and the same party?

Mr. BAER. Yes.

Mr. CHAMPION. Yes.

Trial Examiner MYERS. Mr. Rosell?

Mr. ROSELL. Yes.

The WITNESS. I have a request for change dated February 3, 1942—rather, a rate change showing William Girdzes, clock No. 1131, as barbed wire adjuster, effective date February 15, 1942.

2874 Q. Does your record reveal any change in position for him since that date?

A. It does not.

Q. The last clock number you have for him is what?

A. 1131.

Q. Will you turn to the file of—do you have a file of Dorothy Standerfer?

A. No, I have not.

Q. Will you turn to the file of John Nordstrum?

A. I don't think—oh, yes, that was read into the record from the steel plant record.

By Trial Examiner MYERS:

Q. He was the metallurgist?

A. This was read into the record previously.

Mr. ROSELL. I see; thank you.

Mr. BAER. What did it show?

The WITNESS. (Handing document to Mr. Baer.)

By Mr. ROSELL:

Q. Will you get the file of Virgil Watts, W-a-t-t-s?

A. I have a slip dated 8-6-42, showing Virgil Watts, clock No. 560, employed as assistant—this is a rate change dated 8-9-42.

Q. Does your file reveal any change in position for him since that date?

A. It does not.

Q. And your last clock number for him is what?

2875 A. I would like to retract that.

Q. Go ahead.

A. In this file here I have a slip dated September 14, 1942, which shows Virgil Watts, clock No. 560, employed

as assistant foreman, testing laboratory, to be employed as foreman, testing laboratory, old rate hourly, new rate salary, effective September 16, 1942.

Q. And does your file reveal any change of position for him since that date?

A. It does not.

Q. His clock number on that date was 560?

A. 560.

By Trial Examiner MYERS:

Q. Is it still 560?

A. The new clock number is marked "salary".

By Mr. ROSELL:

Q. Will you turn to the file of Harold Fales, F-a-l-e-s, and state what your file reveals with respect to him?

A. I have a slip dated September 14, 1942, showing a change of position for Harold Fales, clock No. 1964, foreman, testing laboratory, to be employed as assistant foreman, testing laboratory, new clock No. 577.

Q. Do you have any change of position for him since that date?

A. I do not.

Q. May I see that slip, please?

2876 A. Yes. (Handing document to counsel.)

Q. Does your file reveal when he was appointed a foreman—5-16-42, isn't that right?

A. The first one I read is September 16, 1942. It must be misfiled.

Q. Have you got a slip for May, 1942?

Trial Examiner MYERS. Now, let the man look at his records.

Mr. ROSELL. I am sorry.

The WITNESS. The employee's register card shows that he became a foreman of the testing department on 5-16-42.

By Mr. ROSELL:

Q. And between 5-16-42, and what was that, September 16, 1942, was there any change in position?

A. No, sir, there is none indicated here.

Mr. BAER. Mr. Rosell, wouldn't it be proper to show that this 5-16-42 now on the card is not supported by any paper in the file of this man?

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Mr. Rosell. I am merely asking him to tell me what his record reveals, Mr. Baer.

Mr. Baer. I am telling you there is no record to support that memorandum there.

By Trial Examiner Myers:

Q. Has there been any change in his position since 9-16-42, according to your records?

A. No, sir.

Q. What was his last clock number?

2877 A. 577.

By Mr. Rosell:

Q. Now, with respect to Fales, I want to ask him a question there, please. Was he an assistant foreman before he was a foreman?

A. The record would indicate that he was.

Q. And when was he first appointed as assistant foreman?

A. I have a slip showing that the date 12-11-39, showing clock No. 557, that he was employed as assistant foreman. This was a rate change effective 12-18-39.

Q. Will you tell me when your file reveals, if it does, when he was appointed assistant foreman?

A. It does not show.

Q. Do you have a slip dated October, 1936?

A. Yes, sir. I have one dated 10-12-36, showing that he had clock No. 577 and was employed as a tester and assistant foreman, to be employed as Class A inspector and assistant foreman.

Q. Now, between that date and 5-16-42, was there any change in position?

A. Yes, sir.

Q. What is that?

A. I have a slip dated 12-11-39, showing that Harold Fales—this is—I beg your pardon, this shows he was an assistant foreman then. I have one dated April 1, 1941, showing that H. Fales, clock No. 577, was employed

2878 as a tester. This is a rate increase effective April 1, 1941.

Q. And his last clock number is?

A. 577.

Q. Will you turn to the file of William—Pardon me,

before I do that—do you have the file of Ardye Pell, A-r-d-y-e P-e-l-l?

A. I have not.

Q. Is that a girl?

A. I don't know.

Trial Examiner MYERS. Is it, Mr. Baer?

Mr. BAER. Sir?

Trial Examiner MYERS. Is that party a female?

Mr. BAER. She is, yes, sir.

Trial Examiner MYERS. Will the parties stipulate that Ardye Pell is a female?

Mr. BAER. Yes, sir, without examination.

Mr. CHAMPION. Yes, sir.

Trial Examiner MYERS. Do you so stipulate, Mr. Rosell?

Mr. ROSELL. Yes, sir.

By Mr. ROSELL:

Q. Will you turn to the file of Wm. Brown, please, and will you state when your file reveals he was appointed as a foreman?

A. I have a slip dated 11–9–18, showing Wm. Brown, clock No. 2707, was employed as electrical foreman in the electrical department. This is a rate change effective 11–1–18.

2879 Q. And does the file indicate any change in position for him since that date?

A. The card register shows a return to employment on 10-15-19, as electrician in the steel plant mechanical department. It showed he returned to his employment on 1-27-21, as an electrician in the mechanical department. It shows a return to employment on 9-20-26, as master mechanic of the electrical department; it shows a return to employment on 9-11-35, as chief electrician.

By Trial Examiner MYERS:

Q. Does it show where he quit at any time.

A. Yes, sir.

Q. All right. He want to show when the man was employed. He might have been there one day and come back a year or so later. Give his employment, if you have it there.

A. Following his employment on 10-15-19, the record

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shows that he was laid off on 11-15-20, returned 1-27-31 as an electrician in the mechanical department and quit 11-15-23. He returned 9-20-26, as master mechanic in the electrical department and quit on 6-15-30. The last record recorded on the register card shows that he returned 9-11-35 as chief electrician of the electrical department.

By Mr. Rosell:

Q. And since that date does your file reveal any change in position for him?

A. It does not.

2880 Q. Do you have the last clock number listed for him?

A. The last clock number listed was 2008.

Q. Will you turn to the file of Henry Getz, G-e-t-z, and will you state what your file reveals as to when he was appointed a foreman?

A. What was the question, please?

Q. Will you state when your file reveals he was appointed as a foreman?

A. I have a slip dated April 1, 1941, a rate change showing at that time he was foreman of the maintenance department.

Q. What clock number was that?

A. 1691.

Q. And is that the last clock number listed for him?

A. It is.

Q. Could I see that slip, please?

A. Yes [handing document to counsel].

Q. Will you state when your file reveals he was appointed as foreman?

A. The record does not show.

Q. May I see that file, please?

A. Yes. (Handing file to counsel.)

Q. Does your file reveal any change of position for Mr. Getz since the memorandum there dated April 1, 1941?

A. Yes, I have a slip dated 8-6-42, showing Henry Getz, clock No. 1691, a rate change showing him employed

2881 at that time as leader in the electrical department.

Q. Your last slip is dated?

A. October 1, 1942.

Q. And you have had no change since that slip?

A. I have not.

By Trial Examiner MYERS:

Q. And that shows he was what, the last slip?

A. A foreman of the electrical department.

Q. With the same clock number, is that right?

A. 1691 is the last clock number.

Q. That is right.

Will you turn to the file of George Weiman, W-e-i-m-a-n, and state what your file reveals as to when he was appointed as a foreman?

A. I have a slip dated 10-22-34, showing that George Weiman, clock No. 2762, was employed as an electrician in the steel mill and is to be employed as an electrical foreman at the wire mill, new clock No. 1696.

Q. And has there been any change of position for him since that date, according to your file?

A. Yes, sir.

Q. What is that?

A. I have a slip dated August 30, 1936, a rate change for George Weiman, clock No. 1696, showing he was assistant foreman.

2882 Q. Any since then?

A. Then I have a slip dated January 1, 1937, a rate change, showing George Weiman, clock No. 1696, was an electrical foreman.

Q. Any since that time?

A. The first one I read.

Q. And that was what?

A. Dated 3-16-37, a rate change showing George Weiman was a wire mill electrical foreman on a salary basis.

Q. And has there been any change of position noted in your file since that date?

A. No, sir.

Q. And his last clock number is 1696?

A. Yes, sir.

Q. Now, will you turn to the file Jim Mahannah, please, and tell me what that file reveals?

A. My file reads James Mahannah.

Trial Examiner MYERS. Will the parties stipulated that Jim Mahannah and James Mahannah are the same parties?

Mr. BAER. We do.

Trial Examiner MYERS. Mr. Champion?

Mr. CHAMPION. Sir?

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Trial Examiner MYERS. Will you stipulate that James Mahannah and Jim Mahannah are the same person?

Mr. CHAMPION. Yes, sir.

2883 Trial Examiner MYERS. And you, Mr. Rosell?

Mr. ROSELL. The Board does, yes.

The WITNESS. I have a change of rate slip date 8-6-42, showing James Mahannah, clock No. 1699, was employed as maintenance clerk in the electrical department.

By Mr. ROSELL:

Q. Is that the last change you have noted for him?

A. Yes, sir.

Q. May I see your other slips there, please?

A. Yes. (Handing documents to counsel.)

Q. Will you read these two change slips into the record, please?

A. Which two?

Q. The two that I separated there, if you please?

A. I have a request for change dated November 8, 1940, showing that James Mahannah, clock No. 1699—this is a rate change,—it shows that he was an inspection supervisor and clerk—"inst"—I don't know what that stands for, supervisor and clerk, wire mill, electrical department.

Q. Will you read the rest of it?

A. A rate change, reason for change, wage adjustment, new clock No. 1699, effective date November 11, 1940, approved, John A. Moritz, Superintendent.

Q. Will you read the other one now, please?

A. A request for change dated June 27, 1942,

2884 for James Mahannah, clock No. 1699, employed as electrician and clerk, some supervision; to be employed as same. This is a rate change, new clock No. 1699. Reason for change, vacancy in upper bracket, plus increased responsibility. Proposed date and hour of change July 1, 1942.

Q. And that is approved by whom?

A. W. H. B., which I take to be W. H. Brown, his foreman. There is another initial here, but I do not know whose it is.

Trial Examiner MYERS. Will the parties stipulate whose initials those are?

Mr. BARR. I do not know who they are.

We would like to have Mr. Speight also read a later one and the one before the two that you had.

Mr. Rosell. You can read them all. It is satisfactory to me.

Trial Examiner Myers. Read all that counsel wishes you to read.

By Mr. Rosell:

Q. You can read those that Mr. Baer requested you to, please.

A. I have a request for change dated February 21, 1942, for James Mahannah, clock No. 1699, employed as helper and clerk, to be employed as first class electrician and clerk, proposed date and hour of change February 23, 1942, approved John A. Moritz.

I have a request for change dated July 21, 1942,
2885 for James Mahannah, clock No. 1699. This is a rate change. At that time he was employed as an electrician clerk in the electrician department, effective February 8, 1942.

2886 By Mr. Rosell:

Q. Now, will you turn to the file please, of Jack McCarthy, M-c-C-a-r-t-h-y, and state what your file reveals as to when he was employed as a foreman.

A. The employee's register card shows February 1, 1903. He was a gate shop foreman.

Q. Does your file reveal any change of position since 1903?

A. Excepting departments, the record shows that on 9-25-35, he was a foreman of the post department.

Q. Any other changes since that date to the present time?

2887 A. No, sir.

2894 Q. Will you check the file of George Schantz, S-c-h-a-n-t-z, and will you state what your file reveals as to when he was appointed a foreman?

A. I have a slip dated 6-11-17, showing that George Schantz, clock No. 368, was employed as assistant foreman in the galvanizing department, to be employed as stock man in the store room. That does not answer your question.

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There is no record in the file to indicate that he is a foreman.

Q. What is your last record with respect to him, as to his position?

A. A slip dated 8-8-18, showing that he was a check clerk in the store room.

Q. And you have no change of position noted in your files since that date?

A. I do not.

Q. What is the last clock number you have listed for him?

A. The register card shows 1939 is the last number.

Q. You have got a number listed for him as 1514?

A. No, sir. There is a number here 1974, shown on a paper.

2895 Q. What are the store room numbers, 1900's?

A. I don't know what they are at the present time. As I said the other day, those are changed from time to time.

Q. Will you check the file of Joe Herman, H-e-r-m-a-n—Mr. Speight, this is not the same John Hermann referred to in the steel plant, is it?

A. No, this is Joseph L. Herman.

Mr. Babb. They are not the same person.

Mr. Rosell. I wanted to know. I think he is explaining that. Do you know the initials of the other man, by chance?

The Witness. I do not.

By Mr. Rosell:

Q. What does your file reveal as to Mr. Joe Herman?

A. Joseph L. Herman, the employee's register card shows that Joseph L. Herman was employed in 1899. There is a later entry.

Q. What is he employed as?

A. The record shows he was employed as superintendent of the wire mill in 1899, according to this record.

By Trial Examiner Myers:

Q. How long did he keep that position? Does it show?

A. Well, the record shows no change in position until 9-6-35, when he returned to his employment as coating engineer.

2896 Q. Does your record show when he left the employ, before he returned?

A. Yes, sir. The record shows that he left 9-9-32.

Q. And that he returned?

A. 9-16-35.

Q. Is he still in the employ of the company?

A. So far as I know, yes, sir.

Q. I mean, according to your records?

A. According to the records, yes, sir.

By Mr. ROSELL:

Q. As far as your records show, there has been no change in his position since 9-16-35, is that right?

A. That is correct.

Q. Does he have a clock number listed there?

A. There is one listed here, 1911.

Q. Will you turn to the file of Blees Dimmick, B-l-e-e-s D-i-m-m-i-c-k, and will you state what your file reveals with respect to him?

Mr. BARR. Pardon me, with reference to your inquiry on Joe Hermann in the steel plant, it is a different person. He is not the same man. That is Joseph Herman Mr. Speight just testified to.

Trial Examiner MYERS. All right. Will the parties stipulate to that?

Mr. BARR. Yes.

Trial Examiner MYERS. Mr. Champion, do you so stipulate?

2897 Mr. CHAMPION. Yes.

Trial Examiner MYERS. Mr. Rosell, will you so stipulate?

Mr. ROSELL. Yes.

By Mr. ROSELL:

Q. What do your files reveal with respect to Mr. Dimmick?

A. There is an entry made on his registry card showing that on 5-16-42 he was an expediter in the engineering department.

Q. Does your file reveal any change in position for him since that date?

A. No, sir.

Q. What clock number—what is the last clock number you have listed for him?

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A. 112.

Q. And prior to his appointment as an expediter, was he an assistant foreman as revealed by your files?

A. The employee's register card shows an entry dated 10-1-41, where he was an assistant foreman in the drawing department.

Q. And between 10-1-41 and 5-16-42, does your record indicate any change in position for him?

A. It does not.

Mr. Rosell. That completes the list of names on Board's Exhibit No. 118, Mr. Examiner.

2898 Trial Examiner Myers. Very well.

By Mr. Rosell:

Q. Now, Mr. Speight, will you look at the file of Ed Birgam, B-i-r-g-a-m, and will you state what your files reveal with respect to Mr. Birgam?

A. I have a slip dated 5-6-40, showing Ed Birgam, clock No. 160, employed as wire drawer, to be employed as assistant foreman.

Q. What date was that—I am sorry?

A. 5-6-40.

By Trial Examiner Myers:

Q. Was that the date he was changed from wire drawer to assistant foreman?

A. Yes, sir, according to this record.

Q. All my questions only refer to what you have in your record.

A. I see.

By Mr. Rosell:

Q. And does your record reveal any change in position since that date?

A. Yes, he left the employ of the company on January 28, 1941.

Q. Now, between May 6, 1940 and January 28, 1941, does your record reveal any change in position?

A. No, sir.

Q. Now, prior to January 28, 1941, does your record reveal what position Mr. Birgam held?

A. I have a slip dated 7-1-37, showing that

2899 Edgar Birgam, No. 160, was employed as a piece worker, to be employed as assistant foreman and foreman.

By Trial Examiner MYERS:

Q. Do you mean that is the change of position as of that date, according to that paper you have in your hand?

A. Yes, sir.

By Mr. ROSELL:

Q. Now, between that date and the slip you read of 5-6-40, does your record reveal any change of position?

A. No, sir.

Q. And the last clock number you had for him was what?

A. 160.

Q. Will you look at the file of Mr. Ben Becker, B-e-c-k-e-r, and state what your file reveals with respect to him?

A. On the employee's register card there is an entry showing that he was retired on 6-30-43.

Q. What was his position at the time of his retirement, according to your file?

A. The last previous record was dated 3-30-36, in which Ben Becker, No. 1502, night machine shop foreman, had a change of rate, and the rate change was effective 4-1-36.

Q. Does your file reveal when he was appointed as night foreman? Do you have a sheet showing April 1, 1934?

A. Yes, sir.

Q. Does that indicate anything?

2900 A. That is a request for change dated 4-1-34, and shows Ben Becker, Clock No. 1502, as machinist and night foreman.

Q. Now, between that date and 3-30-36, does your record reveal any change of position?

A. I have a slip dated 11-8-35, showing Ben Becker, Clock No. 1502, was night machine shop foreman. This is a change of rate slip dated effective 11-10-35.

Q. And your last clock number listed for him is what?

A. 1502.

Q. Will you now look at your file of Charles Castle——

Trial Examiner MYERS. Wait.

Mr. ROSELL. I am sorry.

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By Trial Examiner MYERS:

Q. Was there any change in his position from March 30, 1936, until he was retired on June 30, 1943?

A. No sir.

By Mr. ROSELL:

Q. Now, will you please look at your file of Charles Castle, C-a-s-t-l-e, and will you state what that file reveals, please? Does your sheet show—pardon me.

A. This is a record on the register card showing that on 11-11-40, he was a bundling foreman.

Q. And do your records show whether he is still in the employ of the company?

A. The record shows that Charles Castle quit on December 31, 1940.

2901 Q. What was the last clock number he had?

A. 111.

Q. Will you look at your file of Anthony Cochran, C-o-c-h-r-a-n, and will you state what your file reveals with respect to him?

A. I have a slip dated 12-12-43, a number change, showing he was clerk in the drawing department. His number was changed from 530 to 47.

Q. Now, prior to that time, what was his position?

A. (No answer.)

Q. As revealed by your record?

A. I have a slip dated 10-27-42, showing that A. Cochran, clock No. 371, was employed in the hot house. This is a number change only. New number is 530.

Q. What was his position, according to your records, in the hot house?

A. The record does not show.

Q. Do you have any slip showing what his position was in the hot house?

A. I have a slip dated 8-6-42, showing A. Cochran, clock No. 371, employed as supervisor of the hot house. This was a rate change effective 8-6-42.

By Trial Examiner:

Q. That was his number before it was changed to 530?

A. Yes, sir.

2902 By Mr. ROSELL:

Q. Does your file reveal when he was appointed

as a supervisor in the hot house? Do you have a slip dated January 10, 1934?

A. Yes, sir.

Q. What does that slip show, if you please?

A. I have a request for change dated January 10, 1934, Anthony Cochran, clock No. 1407, employed as bundler, to stock man in the patenting department.

Q. Do you have any change in position after that slip?

A. Yes.

Q. What does that show?

A. I have a rate change dated May 11, 1934, showing that Anthony Cochran, No. 54, was employed in the high carbon hot house.

Q. Any other changes subsequent to that?

A. I have one dated 3-5-35, showing A. Cochran, No. 54, checker in the high carbon storage department; I have one dated 12-19-26, showing A. Cochran, No. 54, was employed in the high carbon department; I have one dated 3-17-37, showing A. Cochran, No. 350, was employed as hot house foreman and had a rate change.

Q. Does it indicate when he was appointed foreman there on your sheet?

A. I think I read into the record there one of 3-17-37. This shows that he was hot house foreman at that time.

2903 Q. Now, between that date——

Trial Examiner MYERS. What date is that?

The WITNESS. 3-17-37.

By Mr. ROSELL:

Q. Between that date and 12-12-43, were there any changes in position?

A. I have one dated 11-2-38, showing A. Cochran as hot house checker.

Q. Any others?

A. I have one dated April 1, 1941, showing that he was a hot house laborer.

Q. And is that the last one before 12-12-43?

A. I don't know what I read here.

Q. You read the last one, 4-1-41.

A. All right. July 21, 1942, a rate change showing hot house supervisor; 8-6-42, showing A. Cochran, No. 371, as supervisor in the hot house; 10-27-42 shows A.

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Cochran, clock No. 371, as employed in the hot house; then this last one is 12-12-43, showing that he was a clerk in the drawing department.

Q. His last clock number was 47?

A. Yes, sir.

Q. Will you now turn to the file of Harry Donahue, D-o-n-a-h-u-e?

A. I have a slip showing that he quit the Keystone Steel & Wire Company on 5-8-42.

2904 Q. What was his position with the company at the time he quit, as revealed by your records?

A. Chief watchman.

Q. When was he appointed chief watchman, according to your records?

A. 11-11-40.

By Trial Examiner Myers:

Q. That is November 11, 1940?

A. Yes, sir.

By Mr. Rosell:

Q. Between November 11, 1940, and the time he quit on May 8, 1942, was there any change in position?

A. There is none shown.

Q. And did he have a clock number listed?

A. He did not.

Q. Will you look at the file of Carl Early, E-a-r-l-y?

A. I have a slip dated 8-6-42, showing Carl Early, clock No. 1310, was supervisor in the gate shop. This was a rate change effective 8-9-42.

Q. And when was he appointed, according to your files, as a supervisor?

A. I have a slip dated November 1, 1939, showing that Carl Early was employed as foreman in the gate shop; he was employed as foreman in the gate shop, to be employed as assistant foreman in the gate shop.

By Trial Examiner Myers:

Q. You mean as of that date, is that right?

2905 A. The effective date, 11-6-39.

By Mr. Rosell:

Q. What was his clock number?

A. There is no clock number shown on this slip.

Q. Now, prior to that time, was Mr. Early a supervisor?

A. There is a slip showing that Carl Early, clock No. 1310, was gate shop foreman on March 21, 1937.

Q. Do your files reveal any change in position for him, for Mr. Early, since 8-6-42?

A. They do not.

Q. And his last clock number is what?

A. 1310.

Q. Will you check the file of Herman Griffith, G-r-i-f-f-i-t-h, and state what your file reveals with respect to him?

A. The card register shows that Herman Griffith was employed a storekeeper on 2-26-13.

Q. Does your file reveal any change in position since that date?

A. On 1-16-17, his record shows that he was clerk in the cost department.

Q. Does it reveal any change in position since that date?

A. No, sir.

Q. What is the last clock number shown for him?

A. 1907.

Q. Will you check the name of Fred Hawk, H-a-w-k?

A. The record shows that Fred Hawk died on October 20, 1942.

2906 Q. And at the time of his death, what position did he have with the company, according to your file?

A. I have an insurance card showing that at the time he made application for additional insurance, effective 1-21-37, he was drawing room foreman.

Q. Does your file reveal any change in position between January 1, 1927 up until the time of his death on October 20, 1942?

A. It does not.

Q. What was the last clock number indicated in your file for him?

A. 185.

Q. Will you look at the file of Samuel Helms, and will you state what that file contains?

A. I have a slip showing that he quit the Keystone Steel & Wire Company on September 7, 1943.

Q. At the time he left the company's employ, what position did he old with the company, according to your records?

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A. The record shows he was foreman of the galvanizing department.

Q. Does your record reveal when he was appointed foreman of the galvanizing department?

A. Yes, sir, June 15, 1938.

Q. Between June 15, 1938 and September 7, 1943, does your record reveal any change in position?

2907 A. No, sir.

Q. What is the last clock number you have listed for him?

A. 1915.

Q. Will you turn to the file of Emil Hoffman, H-o-f-f-m-a-n, and will you state what that file reveals, please?

A. The last record shown in this file is that E. Hoffman, clock No. 745, was second assistant to the master mechanic.

Q. Is he presently working for the company, according to your file?

A. Yes, sir.

Q. Actually, isn't he on leave of absence?

A. I understand that he is ill and unable to work.

Q. For how long has he been away?

A. Oh, it is my guess that it has been ten months.

By Trial Examiner Myers:

Q. You mean approximately ten months?

A. Yes, sir.

By Mr. Rosell:

Q. And what position did he have when he went on his leave of absence?

A. The only record I have is what has been shown here, as assistant master mechanic of the fence department.

Q. Do you know when he was appointed to that position?

A. I have a slip here dated November 6, 1919, showing that Emil Hoffman, clock No. 775, was employed as an adjuster in the fence shop, and was appointed to

2908 assistant foreman in the fence shop.

By Trial Examiner Myers:

Q. Does it say what date it is effective?

A. Effective November 6, 5:30 p. m.

By Mr. Rosell:

Q. And your last clock number for him?

A. 1903.

Q. Will you look at the file——

By Trial Examiner Myers:

Q. Was there any change in his position since that date up to——

A. No, sir, there is none.

By Mr. Rosell:

Q. Will you look at the file of Alva Jenks, J-e-n-k-s, and state what that reveals?

A. The last record I have is a number change dated December 8, 1943, showing that he was a straight end cut operator in the fabric department. His number was changed from 930 to 902.

Q. And prior to 12-8-43, does your file reveal what position he had?

A. I have a slip dated 4-20-43, showing A. Jenks, clock No. 930, was a blocker in the patenting department. This is a rate change effective March 28, 1943.

Q. And prior to that date?

A. I have a slip dated 7-28-27, showing that Alva Jenks, clock No. 1153, was employed as clerk in the barbed wire department, to be employed as operator in the
2909 straight and cut, fabric department.

Q. After 12-8-43, does your file reveal any change in position?

A. It does not.

Q. And your last clock number for him is 902, is that right?

A. Yes, sir.

Q. Will you look at the file of Arthur Joy; is he still employed by your company?

A. Our records show that he quit 8-22-42.

Q. And at the time he quit, what position did he have, according to your records?

A. The record previous to that is a slip dated July 21, 1942, a rate change, showing Arthur Joy, clock No. 1128, as an adjuster in the barbed wire department.

Q. Does your file reveal when he was appointed an adjuster?

A. It does not. I have a record showing that he was an adjuster on April 1, 1941. This is a rate change.

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Then I have a slip dated December 10, 1940, another rate change, showing that he was an adjuster of the barbed wire department at that time.

2910 Q. Will you look at the file of Richard Largent, L-a-r-g-e-n-t, and state what that file reveals?

A. The record shows that on 9-27-43, he was hired as a laborer in the bundling department.

Q. Prior to that time was he employed—I will withdraw that.

Since 9-27-43, does your file reveal any change in position for him?

A. No, sir.

Q. Prior to that date, was he employed by the company?

A. No, sir. I may qualify that. He was discharged.

Q. Before 9-27-43, did he work for the company?

A. Yes, sir.

Q. When did he leave for the company, prior to

2911 the time he came back on September 27, 1943?

A. 9-30-40.

Q. What was his position at the time he left the employ of the company on September 30, 1940?

A. The register card indicates "foreman".

Q. Of what department?

A. Of the bundling department.

Q. And does your file indicate——

A. I have a slip dated April 9, 1935, showing Richard Largent, clock No. 1409, leader in the bundling department, was to be employed as foreman in the bundling department, effective April 16, 1935.

Q. Is there any change in position noted since April 16, 1935, to September 30, 1940?

A. There is not.

2913 Trial Examiner Myers. Can the parties stipulate how long Mr. Roy D. Michael has been production manager?

Mr. Barr. Has been what?

Trial Examiner Myers. Production manager.

Mr. Barr. Just a minute. We will stipulate that Mr. Roy D. Michael was made production manager of this company about the year of 1928 or 1930, around in there some place.

Trial Examiner Myers. And he has since held
2914 that position?

Mr. Baer. And has continued ever since in that capacity.

Trial Examiner Myers. Do you so stipulate, Mr. Baer?

Mr. Baer. Yes.

Trial Examiner Myers. Do you so stipulate, Mr. Champion?

Mr. Champion. Yes.

Trial Examiner Myers. Do you so stipulate, Mr. Rosell?

Mr. Rosell. Yes.

2915 Q. Will you look at the file of John F. Reist, Jr.?

2916 By Mr. Rosell:

Q. Is he still employed by the company?

A. Our record shows he was discharged 9-20-43.

Q. At the time of his discharge, what position did he have?

A. He was foreman of the welding department.

Q. Does your record show when he was appointed a foreman of the welding department?

A. I have a slip dated 4-13-36, showing John Reist, clock No. 1580, was employed as assistant foreman in the welding department, to be employed as foreman, effective date March 30, 1936.

By Trial Examiner Myers:

Q. Did he hold that position up to the time of his discharge?

A. The record so indicates.

By Mr. Rosell:

Q. What was his last clock number?

A. 1580.

Q. Will you look at the file of George Snyder, and state what that file reveals?

A. I have a slip dated April 1, 1941, a rate
2917 change, showing G. Snyder, clock No. 1402, was assistant foreman in the bundling department.

Q. Does your file indicate any change of position for him since that date?

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A. It does not.

Mr. Rosell. I think we agreed not to—you asked to check the file of Mr. Summers this morning, to check the file of Harlow Summers.

By Mr. Rosell:

Q. Will you state what that file reveals, please?

A. The last record shows 3-28-44, Harlow Summers was hired as a helper in the fence department, clock 784.

Q. And prior to that time, was he employed by the company?

A. He was not.

Trial Examiner Myers. Prior to what time?

By Mr. Rosell:

Q. Prior to the date of his discharge.

A. Yes, sir.

Q. And in what capacity?

2918 A. Should I start from the first?

Q. No, I asked prior to the date of his discharge, what his job was.

A. The register card shows 9-1-39 he was foreman in the fabric department.

Q. And he remained as such, did he, by your records, until his discharge?

A. Yes, sir, on 6-30-43.

Q. Does your record indicate anything between those date-?

A. No, sir.

Q. What was his clock number at the time of his discharge?

A. I would say that it indicated he was on a monthly salary, no clock number.

Q. What is his present job.

Trial Examiner Myers. First, was he rehired by the company?

The Witness. Yes, sir.

By Trial Examiner Myers:

Q. When?

A. 3-28-44.

By Mr. Rosell:

Q. And in what capacity?

A. As a helper in the fence department.

2919 Q. Will you look at the file of Henry Tannhaus and state what your file reveals with respect him?

Trial Examiner MYERS. What name did you ask for?

Mr. ROSELL. Henry Tannhauser.

The WITNESS. I have no Henry Tannhauser. I ha a Herman Tannhauser.

Trial Examiner MYERS. Is that the man you want?

Mr. ROSELL. Yes.

2920 The WITNESS. The record shows Herman Tan hauser died 4-23-43.

By Mr. ROSELL:

Q. And his first name was what?

A. Herman.

Q. And at the time of his death on April 23, 194 what position did he have with the company, as indicate by your records?

A. According to an insurance card, Herman Tan hauser was assistant foreman when his additional insu ance became effective, rather, when he placed an appl cation for insurance, which became effective 4-15-23.

Q. Does it list his position as of that time?

A. Yes, sir, assistant foreman.

Q. Now, between 12-15-23, and the time of his deat on April 23, 1943, do your records indicate any chang of position?

A. No, sir.

Q. What clock number did he have?

Trial Examiner MYERS. Do you mean his last cloc number?

By Mr. ROSELL:

Q. Yes, what was his last clock number?

A. His last clock number was 1931.

Q. Will you look at the file of Ernest H. Waechte W-a-e-c-h-t-e-r, and state what that file reveals?

A. The record shows that he died 10-12-43.

2921 Q. What was his position with the company a the time of his death, as revealed by your file?

A. I have an insurance card showing that he was a assistant foreman at the time he made out his applicatio for additional insurance which became effective 12-15-2

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Q. What was the position stated on that card?

2924 By Mr. Rosell:

Q. Now, Mr. Speight, will you lok at the file of Hugo Williamson and state what that file reveals?

A. I have a slip showing that on 7-15-41, H. Williamson, clock No. 1934, employed as foreman in the galvanizing department, to be employed as galvannealer, effective date July 16, 1941.

Q. Was that a demotion, Mr. Speight?

A. I would call it a demotion.

Q. I asked you if that was a demotion. Is that correct?

A. I beg pardon, yes, sir.

Q. When was he appointed a foreman, according

2925 to your record?

A. The first record shows him as assistant foreman in the galvanizing department, 9-15-10.

Q. Now, between September 15, 1910 and July 16, 1941, did he occupy that same position, according to your records?

A. There was one change in between, according to the records.

Q. What is that?

A. 2-1-18, the record shows he was night foreman in the drawing department.

Q. Now, since July 16, 1941, what is his position?

A. The record shows——

Mr. Baer. He does not know except for his records.

By Mr. Rosell:

Q. What does the file reveal?

A. As I read the record, it shows that on 7-12-41 he was employed as foreman in the galvanizing department and was transferred to galvannealer.

Q. Now, since that date has his position changed?

A. No, not according to the records here.

Q. And his last clock number was what?

A. 515.

Q. Would you look at the file of Gordon Yaden?

A. I have a slip showing Gordon Yaden, clock No. 1971, was employed as a foreman and was transferred to wire drawer.

Q. What date was that?

2926 A. The effective date was 11-21-43, new clock No. 54.

Q. Since that date, does your record reveal any change of position?

A. It does not.

Q. Prior to that date, was Mr. Yaden a foreman?

A. I have a slip dated October 1, 1942, showing G. Yaden, clock No. 159, was employed as a foreman in the drawing department. This was a rate change.

Q. When was he appointed to that position, according to your record?

A. I have a slip dated 8-23-41, showing G. Yaden, clock No. 1971, was employed as a wire drawer, and was to be employed as assistant foreman, effective date 8-24-41.

Q. What is his last clock number?

A. 54.

Q. And his clock number, while acting as foreman, was what? Was that 971?

A. 1971.

Q. Thank you.

Would you look at the file of Edward Crombar, C-r-o-m-b-a-r?

A. I have an Edwin, E-d-w-i-n Crombar.

Trial Examiner MYERS. Wait a minute.

Mr. ROSELL. He is not on that list.

Trial Examiner MYERS. All right, which name do you want?

Mr. ROSELL. It is Ed Crombar.

2927 Trial Examiner MYERS. What is his clock number, according to your records?

The WITNESS. 556.

Trial Examiner MYERS. Is that the man you refer to in your records as Edwin?

The WITNESS. Edwind Crombar, 556.

Mr. ROSELL. That is the same number.

By Mr. ROSELL:

Q. Will you state what that file reveals? Do you have a slip dated 5-17-42, Mr. Speight?

A. Yes, sir.

Q. What does that slip reveal?

A. That slip shows Edwind Crombar, clock No. 556, was

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employed as a Class B, testing department, to be employed as Class A leader, testing department.

Q. Since that date, does the file reveal any change of position?

A. Yes, sir.

Q. What is that?

A. I have a slip dated July 21, 1942, showing Edwind Crombar, clock No. 556, as a tester in the physical testing department. This is a rate change effective February 8, 1942; I have a slip dated 8-6-42, showing E. Crombar, clock No. 556, was employed as an inspector, testing department. This is a rate change effective 8-9-42.

Q. What is the last clock number you have listed for him?

2928 A. 556.

Q. And since 8-6-42, do the records reveal any change of position?

A. It does not.

Q. Will you look at the file of Clifford Seeley, S-e-e-l-e-y, and will you state what his position is, as revealed by his files? Is he still employed by the company? Let me ask you that first.

A. Yes, sir.

Q. In what capacity?

A. The last record I have is dated 11-1-40, showing Clifford Seeley, clock No. 1785, was a watchman on an hourly basis, transferred to watchman on a monthly basis, new clock No. 1954.

Q. Now, do you have any slip showing him as chief watchman?

A. I do not.

Q. Does your file reveal him as chief watchman at any time?

A. No, sir.

By Trial Examiner Myers:

Q. What about the insurance card? What does that reveal?

A. That other insurance card—on the insurance card it shows that Clifford Seeley subscribed for additional insurance which became effective 11-15-38, in the amount of $1,000.00, at which time his occupation was watchman.

Q. Secured additional insurance which became
2929 effective November 15, 1938?

A. Yes, sir.

By Mr. Rosell:

Q. And what is his present position as listed by your records?

A. Watchman.

Q. Was he chief watchman, do you know?

A. Yes, sir, he is under my direction and he is chief watchman.

Q. How long has he been chief watchman?

A. This record does not show. I think about eighteen months to two years, approximately.

Q. And what is his last clock number?

A. 1785.

Mr. Bass. I do not believe you have testimony as to what Mr. Speight thinks about it, I do not think he should state that testimony unless he knows.

By Trial Examiner Myers:

Q. Tell us what your best recollection is as to how long he has been chief watchman.

A. Well, I just stated about that—he became chief watchman about eighteen months to two years ago.

Q. And he has held that position ever since?

A. Yes, sir.

By Mr. Rosell:

Q. And is he under your supervision?

A. Yes, sir.

Q. Will you look at the file of Dewey Chitwood,
2930 C-h-i-t-w-o-o-d, and state what that file reveals, please?

A. There is a notation on the employee's register card showing that Dewey Chitwood was transferred to night captain of the watchmen, 5-16-42.

Q. And do your records reveal any change in his position since that date?

A. No, sir.

2934 Mr. Champion. Mr. Examiner, in pursuance with an agreement among counsel, all counsel, Mr. Rosell, representing the Board, and myself, representing the Intervener, spent yesterday in checking the membership and

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dues record of certain members of the Intervener, and as a result of that check, Mr. Rosell and I have prepared a table giving the clock number, the name of the employee of the Keystone who is or was a member of the Alliance, the first payment of dues under the check-off, and the date dues stopped in the event a man was a member and is not now presently a member.

Mr. McGrath. Is now what?

Mr. Champion. The date the dues stopped in the event a man is not now presently a member.

Mr. McGrath. Thank you.

2935 Mr. Champion. In the last column of this table which we have prepared, and which will be introduced in evidence, under the column where it says "Date the Dues Stopped", where the date appears, June, 1944, that indicates that that individual is now presently a member of the Alliance, the Intervener.

Now, I might say that this list was prepared in connection with the names that appear on Board's Exhibits Nos. 118 and 119, and also a supplementary list of names which Mr. Rosell read into the record, and a request made by Mr. Rosell, I believe, of the respondent, to produce the employment records of those additional names that were stated into the record as a supplemental list.

Trial Examiner Myers. Stated into the record on last Wednesday?

Mr. Champion. On last Wednesday, correct.

Now, I will ask the reporter——

Trial Examiner Myers. Just before we recessed for lunch?

Mr. Champion. Was that right, do you remember?

Mr. Rosell. I believe that is correct.

Mr. Champion. Now, I will ask the reporter to mark the exhibit, headed "Steel Plant", as Intervener's Exhibit No. 16, and the instrument which is headed "Wire Mill", I will ask to have that marked as Intervener's Exhibit No. 17.

2936 (Thereupon, the documents above referred to were marked "Intervener's Exhibits Nos. 16 and 17," respectively, for identification.)

Mr. Champion. Now, Mr. Examiner, I wish to make this further statement, that in connection with the names

appearing on Board's Exhibits Nos. 118 and 119, and the names requested in the supplemental list in the record by Mr. Rosell, that where any name on those two Board's Exhibits, or the names requested in the supplemental list, do not appear on Intervener's Exhibits 16 and 17, that indicates that that individual was at no time a member of the Intervener, the Alliance.

Now, I might further explain, and you check me, Mr. Rosell, that where under the last—that where under the column "First Payment Under Check-Off", there appears two sets of dates, that across the sheet, under such column, the first date indicates the first payment under check-off, and under the last column, the date when the dues stopped for the first time.

Then under the second date that appears——

Trial Examiner MYERS. Second date in what column?

Mr. CHAMPION. In the third column, where a date appears, that indicates that the date of the resumption of the deduction of dues, and the second date in the last column on the page indicates the date the dues
2937 stopped for the second time, or if the individual is still a member, it would indicate by the date, June, 1944.

Mr. ROSELL. That is correct, Mr. Examiner.

Trial Examiner MYERS. Is this confined only to the check-off?

Mr. ROSELL. That is right.

Trial Examiner MYERS. Or to the payment of dues?

Mr. ROSELL. That is the check-off.

Mr. CHAMPION. I am glad the Examiner asked the question, because that thing came to my mind last night. It so happens, so I am informed, Mr. Examiner, that the names appearing there are names of employees that are involved in the check-off only.

Mr. ROSELL. That is right.

Trial Examiner MYERS. And they might have paid their dues by other means, is that right?

Mr. CHAMPION. Mr. Examiner, will you repeat that question, please?

Trial Examiner MYERS. I say, they might have paid dues by means other than by check-off?

Mr. CHAMPION. I think just in a few instances, in the

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beginning of their membership. I do not think we will find any where there was——

Mr. Mahannah. The first month everybody paid without a check-off.

2938 Mr. Champion. Now, I want to make this further statement:

I think it will clear it up in many instances, under the column in the exhibit, "First Payment on the Check-Off", will appear June, 1937. In many instances, that concludes 25 cents dues for the month of May and 25 cents dues for the month of June of 1937. In other words, in the check-off in June, there were May and June dues deducted in many instances. I think Mr. Rosell will bear me out in that.

Mr. Rosell. That is correct, Mr. Examiner.

Mr. Champion. As far as I am concerned, I offer in evidence Intervener's Exhibits Nos. 16 and 17, Intervener's Exhibit No. 16 being entitled "Steel Mill", and Intervener's Exhibit No. 17 being entitled "Wire Mill", and I submit those to the Examiner in duplicate.

I have furnished copies to Mr. Rosell and to Mr. Baer, and I call Mr. Baer's attention, under the "Steel Mill", to two names that have been added since this has been typed.

Mr. McGrath. The last two names?

Mr. Champion. They are in ink at the bottom of the page.

May we be off the record, please?

Trial Examiner Myers. Off the record.

(Discussion off the record.)

Trial Examiner Myers. On the record.

2939 Is there any objection to these papers going into evidence, gentlemen?

Mr. Champion. None from the intervener.

Mr. Baer. Mr. Examiner, I believe that all names that do not appear on these two lists, if we are going to do any stipulating on this matter, that all names that do not appear on this list, that they never did belong to the Alliance. Is that part of the stipulation?

Mr. Champion. That is right. I think it is understood that way, is it not?

Mr. Rosell. That is correct.

Mr. CHAMPION. We are getting this thing narrowed down, anyway.

Trial Examiner MYERS. What about these papers?

Mr. BAER. No objection. We have not had an opportunity to check them and I am taking Mr. Rosell's and Mr. Champion's statement that they reflect the correct information.

Trial Examiner MYERS. If you find any errors, kindly call my attention to it, please.

Mr. BAER. With that reservation, we will waive all objection to it, because it will save a lot of time.

Trial Examiner MYERS. Mr. Rosell, do you have any objection?

Mr. ROSELL. No objection, Mr. Examiner.

Trial Examiner MYERS. All right. There being
2940 no objection, the papers are received in evidence and I will ask the reporter to please mark them as Intervener's Exhibits Nos. 16 and 17, respectively.

(The documents heretofore marked "Intervener's Exhibits Nos. 16 and 17," respectively, for identification, were received in evidence.)

Mr. ROSELL. Mr. Examiner, during a discussion had between Mr. Baer, Mr. McGrath, Mr. Champion and myself, on last Wednesday, and again this morning, I will state into the record, subject to correction of counsel, of course, what we have stipulated in addition to statements made by Mr. Champion.

Trial Examiner MYERS. What do you mean, "You have stipulated"?

Mr. ROSELL. Well, we have agreed, and I want to read that stipulation into the record so that we can save a great deal of time, Mr. Examiner, as to what Intervener's Exhibits 16 and 17 represent.

Trial Examiner MYERS. Well, where is the stipulation?

Mr. ROSELL. I have not written it out.

Trial Examiner MYERS. What are you going to read into the record? What do you want? Do you want time to write out a stipulation?

Mr. ROSELL. Yes, sir.

Trial Examiner MYERS. All right. We will take
2941 a short recess, and let me know when you are ready.

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(Thereupon a brief recess was had after which the proceedings were resumed as follows:)

Trial Examiner MYERS. Are you ready, gentlemen?

Mr. ROSELL. Yes.

Mr. BAER. Yes.

Mr. CHAMPION. Yes.

Trial Examiner MYERS. Now, what is the situation?

Mr. CHAMPION. We are ready to stipulate.

Trial Examiner MYERS. Fine. What is the stipulation?

Mr. ROSELL. The stipulation is as follows, Mr. Examiner: That all persons listed on Intervener's Exhibits Nos. 16 and 17 were members of the I. S. W. A. or the Alliance, for the period designated on those exhibits, or are currently members as designated by dues payments indicated for the month of June, 1944; that all persons listed on Intervener's Exhibits Nos. 16 and 17 executed authorizations to the Keystone Steel & Wire Company to deduct dues for the periods designated in Intervener's Exhibits Nos. 16 and 17; and that pursuant to such dues deduction authorization the company did deduct dues payments as reflected in Intervener's Exhibits Nos. 16 and 17; that thereafter the company, pursuant thereto, paid such dues deductions to the Independent Steel Workers Alliance; that any names appearing on Board's Exhibits 118 and 119, and in the list of names of additional
2942 persons read into the record by Board's counsel on Wednesday, June 21, 1944, and all names that do not appear on Intervener's Exhibits 16 and 17, are not now or at any time prior thereto have they been members of the Independent Steel Workers Alliance.

Mr. BAER. May we be off the record?

Trial Examiner MYERS. Off the record.

(Discussion off the record.)

Trial Examiner MYERS. On the record.

Do you so stipulate, Mr. Rosell?

Mr. ROSELL. Yes, Mr. Examiner.

Trial Examiner MYERS. Do you so stipulate, Mr. Champion?

Mr. CHAMPION. Yes, sir.

Trial Examiner MYERS. Do you so stipulate, Mr. Baer?

Mr. BAER. Yes, sir.

Trial Examiner MYERS. Very well.

Mr. CHAMPION. Now, Mr. Examiner, if I may be excused for a little bit?

Trial Examiner MYERS. Is it all right for us to proceed in your absence?

Mr. CHAMPION. Yes, indeed.

Trial Examiner MYERS. Very well.

2943 Mr. ROSELL. Mr. Examiner, at this time the Board is returning to Respondent's counsel the files submitted to the Board of the K. E. A., and 2944 from such files I am offering certain documents at this time. Of course, I will state in advance, that I have had copies made and I will ask leave to withdraw the originals and return same to the company.

2945 Mr. ROSELL. Yes, I will return the originals to you. I will now ask the reporter to mark this document as Board's Exhibit No. 125 for identification.

(Thereupon, the document above referred to was marked "Board's Exhibit No. 125" for identification.)

Mr. ROSELL. I will ask the reporter to mark this document as Board's Exhibit No. 126 for identification.

(Thereupon, the document above referred to was marked "Board's Exhibit No. 126" for identification.)

Mr. ROSELL. I will ask the reporter to mark 2946 this document as Board's Exhibit No. 127 for identification.

(Thereupon, the document above referred to was marked "Board's Exhibit No. 127" for identification.)

Mr. ROSELL. I will ask the reporter to mark this document as Board's Exhibit No. 128 for identification.

(Thereupon, the document above referred to was marked "Board's Exhibit No. 128" for identification.)

Mr. ROSELL. I will ask the reporter to mark this document as Board's Exhibit No. 129 for identification.

(Thereupon, the document above referred to was marked "Board's Exhibit No. 129" for identification.)

Mr. ROSELL. I will ask the reporter to mark this document as Board's Exhibit No. 130 for identification.

(Thereupon, the document above referred to was marked "Board's Exhibit No. 130" for identification.)

Mr. ROSELL. Mr. Examiner, I will ask to have this document marked as Board's Exhibit No. 131 for identification.

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(Thereupon, the document above referred to was marked "Board's Exhibit No. 131" for identification.)

Mr. Rosell. I will ask the reporter to mark this document as Board's Exhibit No. 132 for identification.

2947 (Thereupon the document above referred to was marked "Board's Exhibit No. 132" for identification.)

Mr. Rosell. I will ask the reporter to mark this document as Board's Exhibit No. 133 for identification.

(Thereupon, the document above referred to was marked "Board's Exhibit No. 133" for identification.)

Mr. Rosell. I will ask the reporter to mark this document as Board's Exhibit No. 134 for identification.

(Thereupon, the document above referred to was marked "Board's Exhibit No. 134" for identification.)

Mr. Rosell. Mr. Examiner, at this time, I offer these documents in evidence as Board's Exhibits Nos. 123, to 134, both inclusive.

Trial Examiner Myers. Is there any objection, gentlemen?

Mr. Baer. We object to them as being immaterial.

Mr. McGrath. And in this connection probably, Mr. Examiner, Mr. Champion had to leave because of some other things, and I think that it would be only proper to let the record that probably he objects to them on the ground—or let him make such objection as he wishes when he returns.

Trial Examiner Myers. Well, I will assume that he does object to the papers going into evidence, because he has been objecting to all matters pertaining to the K. E. A. I think I had better wait until Mr.

2948 Champion gets here and then we will show him the papers and he might have some further or other objections which he has not expressed before, and he should be given an opportunity to state his grounds for objections on the record. I will reserve decision on these.

2953 DANIEL P. SOMMER was recalled as a witness by and on behalf of the Respondent, having been previously duly sworn, resumed the stand and testified further as follows:

2954 Direct examination by Mr. BANE:

Q. You are the same Dan Sommer that testified previously in this case, are you not?

A. Yes, sir.

Q. Mr. Sommer, I wish to call your attention to certain testimony that was given in this case on May 20, 1944, by John Huber, and referred to on Page 524 of the official record of the proceedings in this case. I will ask you if you heard Mr. Huber's testimony that day?

A. Yes, sir.

Q. In answer to a question placed to Mr. Huber by Mr. Rosell—strike that.

Mr. Rosell asked Mr. Huber this question, which pertained to a meeting that was held in your office in June of 1942. Mr. Rosell asked Mr. Huber this question:

"Q. Will you describe what was said at this meeting."

And Mr. Huber said, in part, as follows:

"A. That the C.I.O. had started to organize the Keystone workers and Dan Sommers said, yes, that he knew there were seventeen of them there, seventeen Keystone workers, and Fred Leisch asked him if he knew who they were and he said, no, but he will tonight."

I will ask you if you stated that, or that in substance, at that meeting?

2955 A. I do not recall that I did, no.

Q. Did you make any statement that there were seventeen Keystone workers at the C.I.O. meeting?

A. Somebody may have made that statement or I might have said that I had heard there were seventeen people there, there were some people there at the meeting.

Q. Did you say this, or this, in substance: That you did not know who they were now, but that you would tonight, that you would find out tonight?

A. No, I could not have said that. I would not have had any way of knowing it.

Q. Do you recall the day of the meeting?

A. Oh, I do rather faintly. I do not recall any of the details of it.

Mr. Baer. I will ask the Court Reporter to mark this document as Respondent's Exhibit No. 17 for purposes of identification.

(Thereupon, the document above referred to was marked "Respondent's Exhibit No. 17" for identification.)

By Mr. Baer:

Q. Mr. Sommer, I will show you this document which has been marked for purposes of identification as Respondent's Exhibit No. 17.

A. Yes, sir.

Q. I will ask you what that document purports to be?

A. It is a letter from Meyers & Meyers, in
2956 Chicago, addressed to the Keystone Steel & Wire Company, referring to a request for a meeting with the C. I. O. on December 15, 1942.

Q. Who is the letter signed by?

A. Ben Meyers.

Q. Is there any official capacity designated under the signature of Mr. Meyers?

A. Not under his signature, but he is shown on the letter head as being a member of the firm.

Q. I will ask you to read the first paragraph of that document into the record.

Mr. Rosell. I will object, Mr. Examiner.

Trial Examiner Myers. Are you going to offer the paper, Mr. Baer?

Mr. Rosell. The document speaks for itself.

Mr. Baer. Yes, sir, I am going to offer it. I will withdraw my question.

By Mr. Baer:

Q. I will ask you to state if in this document Mr. Ben Meyers states that as an attorney for the C.I.O., United Farm Equipment and Metal Workers of America, that he therein advised the company that the C.I.O. represented a majority of the Keystone employees?

Mr. Rosell. I will object to that question, Mr. Examiner. If the letter so says, it speaks for itself.

Trial Examiner Myers. What about that, Mr. Baer?

Mr. Baer. Well, I do not wish to interrogate him
2957 at length about it. I want to get that one statement in, to be sure to get it in the record.

Trial Examiner MYERS. The objection is overruled.

The WITNESS. Yes, sir.

By Mr. BAER:

Q. Did the company receive that letter?

A. Yes, sir.

Q. And was it received through the United States mails?

A. Yes, sir.

Q. I will ask you if the company received, on or about December 2, 1942, the letter being dated December 1, 1942?

A. Yes, sir.

Mr. BAER. Before offering this letter in evidence, I will show it to Mr. Rosell, and ask him if he is willing to stipulate that Mr. Ben Meyers, who signed that letter, is the attorney for the charging union in this case.

Mr. ROSELL. I will stipulate as to that fact, yes.

Trial Examiner MYERS. Did you offer the paper in evidence?

Mr. BAER. Yes, I offer the paper in evidence.

Trial Examiner MYERS. Do you have any objection?

Mr. ROSELL. I will object to it as being completely immaterial, since this is not a representation proceeding.

Trial Examiner MYERS. I will reserve decision until Mr. Champion has had a chance to examine this paper.

2959 JOHN H. MORITZ was recalled as a witness by and on behalf of the Respondent, having been previously duly sworn, was examined and testified as follows:

DIRECT EXAMINATION

2967 Q. All right. State what the duties at the present time are of Lyle Hoffman—first, I wish to state that Clyde Chitwood and Lyle Hoffman and all of these names I am going to interrogate you about are listed on the wire mill list, Intervener's Exhibit No. 17, and are all employees in the wire mill.

Tell what the duties of Lyle Hoffman are.

A. Lyle Hoffman, we have been trying to get him, or training him into taking charge of our salvage wire. Mr. Sanderson, who is my assistant, has always taken care of that and that was his job prior to the time I took him and Mr. Hoffman helped him, and Mr. Sanderson has super-

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vised that job ever since, but it has been my thought and ambition to get Mr. Hoffman to handle the thing himself. He is a rather shy, timid, mild-mannered boy, and he is hard to get lined up. He does not like to take the responsibility.

Mr. ROSELL. May I interrupt? It is very difficult to hear.

The WITNESS. I will try to talk louder.

Mr. ROSELL. I would appreciate it, please.

By Trial Examiner MYERS:

Q. How long did he have that job?

2968 A. Oh, he has had that particular job six or seven years. Originally, when he first had it, when I took Mr. Sanderson, he handled the job alone for quite some time, maybe a matter of a year or two, and gradually as our high carbon tonnage increased, our salvage problem became more of an item, and we gradually took on more men. I think there are four or five men in there now.

By Mr. BARR:

Q. And Lyle Hoffman works with the other men, does he, on the same job that they do?

A. Yes, sir.

By Trial Examiner MYERS:

Q. Who is in charge of the reclaiming department?

A. My assistant really is the man in charge of it, Mr. Sanderson.

Q. Will Sanderson stay in the reclaiming department?

A. Stay, you say?

Q. Yes—does he work in the reclaiming department?

A. No, but he does the chief supervising of it.

Q. Who works in the reclaiming department?

A. Well, Mr. Hoffman and four or five others.

Q. Who is in charge of that department when Mr. Sanderson is not there?

A. Well, you would say Mr. Hoffman would be.

Q. Well, what do you say?

A. Well, then, I would say that Mr. Hoffman would be.

2969 By Mr. BARR:

Q. Does Mr. Hoffman have an office?

A. No, sir.

Q. Does Mr. Chitwood have an office?

A. Now he has, yes, sir.

Q. Since June 1, is that right?

A. That is right.

Q. Did he have an office prior to June 1?

A. No. He did get into the high carbon warehouse office to check orders and things of that sort.

Q. Did he have an office of his own?

A. No, sir.

By Trial Examiner MYERS:

Q. Well, what is Mr. Chitwood's title now?

A. Foreman of the high carbon warehouse.

Q. What was it prior to June 1, 1944?

A. Well, he was a group leader or something, on the second shift.

Q. Is this the same department?

A. This is the same department.

Q. What is Mr. Lyle Hoffman's title now?

A. I would say foreman of the salvage department or reclaiming department.

Q. How long has he had that title?

A. Oh, I don't know, probably a year or two. I don't know. We gave him the title, but he does not assume
2970 the responsibility.

Mr. BARR. Are you through, Mr. Examiner?

Trial Examiner MYERS. Yes, sir.

By Mr. BARR:

Q. State what the present duties are of Iris Randolph.

A. Iris Randolph is a nail department nail operator, who acts as a relief foreman one shift a week on our present schedule.

Q. Do you mean one day a week?

A. One day a week.

Q. Does he have an office?

A. Well, that day he is in the foreman's office, that one day a week.

Q. And does he work as a nail operator during that one day when he acts as foreman?

A. No, sir.

Q. Does he work as a nail operator all the other days?

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A. Yes, sir.

Q. Now, how long has he held that job, that is, acting as foreman one day a week?

A. Oh, I don't know; it depends upon our working schedule. Walter Doe is quite an old timer and his health is not any too well, and he cannot stand, or says he cannot stand six days a week.

Q. Is he the regular foreman?

2971 A. He is the regular day foreman, and whenever we are on a six or seven day per week nail schedule then Iris Randolph will take Walter Doe's place for the sixth day. If we drop down to a five day week schedule, Randolph is operating machines continuously.

Q. Is he an assistant foreman on those other days?

A. No, sir. We do not have assistant foremen in that department.

Q. He is a regular worker on all other days?

A. Yes, sir.

By Trial Examiner Myers:

Q. How many shifts do you have in the nail department?

A. Normally—I don't think since I have been there, which has been something over seven years now, we many times have operated solely on the first shift, on the day shift only; as our tonnage increases, or we are asked to produce more tonnage, we will open up a second shift, and we have already run a few machines on a third shift. I do not recall of ever having enough machines running on the third shift in the nail department since I have been back, to warrant a foreman. We have had two foreman practically all the time. There have been times though when there was just one foreman.

Q. One foreman?

A. One foreman.

Q. Who has been the foreman there for the past

2972 couple of years?

A. Who has been the foreman there?

Q. Yes.

A. Walter Doe is the top foreman, we call him, days, and Art Farnum is second shift foreman.

Q. Anybody else?

A. Nobody else, except Iris Randoph as a relief man.

Trial Examiner MYERS. Now, when this Board's Exhibit No. 118 was offered and received in evidence, I think you said, Mr. Baer, that the persons whose names have an X in front of them had certain power, and whose remarks and actions represented those of the respondent. I remember the other day I said, "Binding upon the respondent", and you corrected me to say that the respondent was responsible for their acts. Am I correct?

Mr. BAER. I think I said that those marked with an X were, that we would concede they had some official connection with the company in so far as representing the management in certain limited ways.

Trial Examiner MYERS. Now, the reason I asked that is because according to the original exhibit in evidence, the three persons whom you have interrogated about, whom you interrogated Mr. Moritz about, have an X in front of their names.

Mr. BAER. Well, I wish to say that of course we may be in error. Mr. Moritz marked those for me, and if there is any mistake it should be corrected now.

2973 Trial Examiner MYERS. Don't you think these marks are just in pencil, and don't you think that they should be in ink or stated in the record, as to which ones have the X's in front of them? Should I read them, or do you want to read them into the record?

Mr. BAER. May I see the exhibit, please?

Trial Examiner MYERS. So that there will not be any dispute as to anything in the list, in case the pencil marks become illegible

Mr. ROSELL. Well, I will agree, Mr. Examiner, that they can either be written over in ink or read into the record.

Mr. BAER. Well, this one here—are you referring to Mr. Chitwood? He has marked alongside of his name "Since June 1, 1944."

Trial Examiner MYERS. I know that, but the other two have an X. Here is Mr. Lyle Hoffman and you have Mr. Iris Randolph.

By Mr. BAER:

Q. Did you put the X's before both of those names?

A. Yes, sir.

Q. And by doing that, did you wish to indicate that

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they had any authority in addition to what you have just testified to?

A. Well, I said we were trying to build Lyle Hoffman into a foreman, and if he would accept that respon-
2974 sibility, why, naturally, we would be glad to consider him as such, that is true.

In the case of Iris Randolph, when he is on duty as a foreman, we certainly recognize him as such.

Mr. Baer. I think the list is properly marked, Mr. Examiner.

Trial Examiner Myers. Well, it is not that. I was afraid that there might be erasures, and somebody might be accused later on of putting some X's in.

Mr. Baer. Well, I don't believe that Mr. Moritz put anything in there that did not belong in there. Mr. Moritz gave the benefit of the doubt, if there was anybody representing management, he leaned over backward to show it.

Trial Examiner Myers. I am not talking about that, Mr. Baer. It is such an insecure way to leave a document. That is what I am referring to.

Mr. Baer. Well, I think in view of the fact that they have these new lists now that they put in this morning——

Trial Examiner Myers. Well, as long as nobody else wants to do it——

Mr. Rosell. I suggest, Mr. Examiner, that I would like to have that done. I just said that before. I do not know whether Mr. Baer heard me or not.

Mr. Baer. We have no objection if the Examiner wishes to read that into the record.

2975 Trial Examiner Myers. I am just doing that to protect all the parties.

Mr. Baer. I think it is a good thing to do.

Trial Examiner Myers. Will somebody please read this into the record, just the names of the persons who have not X's in front of their names, because that is the shortest list.

Mr. Rosell. Then that means that all the others that do have the X's will not be put in.

Mr. Baer. On Board's Exhibit No. 118, the names that do not have an X before them are as follows:

Florence S. Joseph, Evelyn Dahlin, Harry Zimmer-

man, Margaret Parkinson, Gladys Yaden, Billie Francis, Glenna May, Matt Rogena, Thomas Rinaldo, H. Lohrens, Herman Johnson, Zale Ronketta, E. Olson, Ray Evans, Hank Nanninga, Tom Cowser, Fred Schreiber, Howard Farris, Otis Wren, J. Travis, F. Schultz, W. Girdzes, Dorothy Standerfer, John Nordstrum, Harold Fales, Ardys Pell, Jim Mahannah, Ralph McCabe, George Schantz, Joe Herman, and Blees Dimmick.

Trial Examiner MYERS. Now, on Board's Exhibit No. 119, there are about a dozen red crosses after the names of certain people.

Mr. BAER. I will just read the ones marked with red crosses on the exhibit numbered 119 of the Board.

Trial Examiner MYERS. Yes, sir.

2976 Mr. BAER. Which are the ones that were designated as being supervisory employees by Mr. Al Sommer.

Trial Examiner MYERS. Those are the ones you said for whose actions——

Mr. BAER. Were considered as representatives of the management.

Trial Examiner MYERS. Yes.

Mr. BAER. A. H. Sommer, W. R. Conn, R. S. Simmons, E. H. Reyer, Walter Kronquist, Wm. Wilson, A. E. Getz, Wm. Herman, R. W. Brown, Walter Gaumer, and Joe Hermann.

I would like to inquire now as to what was the last name that Mr. Moritz was talking about.

Trial Examiner MYERS. That was Randolph.

By Mr. BAER:

Q. I will ask you, Mr. Moritz, to tell the present duties of Eignar Olson.

A. Eignar Olson, he is a bundler in the bundling department. I am not sure whether he does any relief foreman work or not. He works, in case of necessity or an emergency.

Q. Except in cases of emergency or necessity, as you have mentioned, does he have a regular laboring job, like other employees in the department?

A. Yes, sir.

Q. Does he have an office.

A. No, sir.

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Q. State the present duties of T. J. Cowser.

2977 A. Tom Cowser is what we call a second shift supervisor in our welding department.

Q. What are his duties?

A. Well, his duties are to take care of the work on the second shift that has been laid out for him by the foreman on the first shift.

Q. Does he do regular laboring work with other men in his department.

A. Yes, he does.

Q. The same type of work?

A. Yes, sir.

Q. Does he have an office?

A. Well, he has access to the welding department office. He has no office, he is working all the time.

Q. Well, when would he have access to the welding department foreman's office? When he is acting as relief foreman, or when?

A. No, he has access to it on his second shift.

Q. For what purpose?

A. In regard to checking drawings and things of that kind.

Q. Then he has duties that amounts to more than some of the duties of his fellow workers?

A. Yes, sir.

Q. And he also does regular labor work, along with it, is that right?

A. Yes, sir.

2978 Mr. Rosell. I am sorry, but it seems to me as though I am hard of hearing. It is getting very difficult to hear.

By Mr. Baer:

Q. State the present duties of Hank Nanninga——

Trial Examiner Myers. May I break in before you discuss that?

By Trial Examiner Myers:

Q. Will you tell us how long Mr. Olson had that job that you just described?

A. Mr. Olson?

Q. Yes.

A. I don't know, probably two or three years. He may

have had a job for two or three years, and he may have only served two or three days, I don't know. I think that is the last year and the year before. I believe we used him while foremen were on vacations, two foremen.

Q. You are talking about Olson?

A. Yes, sir.

Q. Now, state the present duties of Hank Nanninga, or whatever his name is.

A. Hank Nanninga is a carpenter in our millwright department.

Q. What are his duties?

A. Well, his duty is to do carpenter work around the mill construction work, and repairs. There are times when he has one or more helpers on a particular job. You might say that he is the head carpenter.

Q. Does he work at carpenter work just like the
2979 other carpenters?

A. Oh, yes.

Q. Who does he get his instructions from?

A. Either Orville Rarick or Fred Halsted.

Q. Who are foremen in the plant?

A. Who are mill department foremen.

Q. Does he have an office, this Mr. Nanninga?

A. No, sir.

Q. What did he do prior to the time he was given his present duty?

A. Well, I don't know. He has been there ever since I have been there.

Q. On the same job?

A. Yes, sir.

Q. State the present duties of Fred Schreiber.

A. Fred Schreiber has similar duties in the millwright and of the millwright department as Hank Nanninga has in the carpenter end. Fred is quite well experienced in our continuous wire drawing machines, which we have built in the last couple of years and Fred has lived with that type of work continuously since we went into the building program so naturally he is the top millwright, you might say, and he has a helper or two, or whatever is necessary, depending upon the size of the job.

Q. And does he do regular work along with the
2980 helpers, the same type of work?

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A. Yes, sir; yes, sir.

By Trial Examiner Myers:

Q. Does he receive any orders from anyone?

A. He receives his orders from Fred Halsted or Orville Rarick, the millwright department foremen.

Q. And those are the chief foremen in that department?

A. Yes. By way of explanation, that is rather a small department, and you will notice we have two foremen; Mr. Rarick is a very old employee and we are breaking Fred Halsted in, we are bringing him up behind him to take his place.

Q. Fred Halsted is a foreman?

A. Yes, sir.

Q. And has he charge of that department?

A. Yes, sir.

By Mr. Barr:

Q. State the present duties of Howard Farris.

A. Howard Farris is a relief foreman in our welding department.

Q. What are his duties, what does he do?

A. Well, he is an assistant foreman on days, when both the top foreman is off or the assistant foreman is off; when the assistant foreman is off, Farris acts as assistant foreman is off, and when the top foreman is off, the regular assistant foreman takes the place of the foreman and Farris is still the assistant foreman.

2981 Q. Does he do the same type of work that others of the workers do in his department?

A. Now when he is on as a foreman; otherwise he does.

Q. How often is that, that he is on the job as assistant foreman?

A. Well, oh, I don't know.

Q. With reference to the time that he spends at the plant, would you state what percentage of the time, of his time is spent with regular work?

A. Normally, he would get very very little time, excepting it happens right now the top foreman is in the hospital, or is not back to work yet. He has been off a couple of weeks and Farris is acting as assistant foreman under Ed Smith.

Q. And has been since the top foreman went to the hospital, is that right?

A. That is right.

Q. However, in normal situations, when there is not such an emergency, about what portion of his time would he spend in any supervisory capacity, you might say, as assistant foreman or otherwise, as contrasted to regular labor work with the other men in his department, workmen in his department?

A. Well, normally, other than at times of sickness, or during these times, he would not get any time, because both the top foreman and the assistant foreman
2982 have been working six days a week, and when that happens, then Farris does not get any time, unless one or the other is off.

Q. What do you mean, any time as what?

A. As a foreman, unless one or the other is off on account of sickness.

Q. Well, the great majority of all his time he is down there working is spent doing regular work like other workmen in his department, is that right?

A. That is right.

Q. State what the present duties are of Otis Wren.

A. Otis Wren is a pipe fitter in the pipe department.

Q. What does he do?

A. Well, he does regular pipe work. You will probably notice on the supervisory force list, whatever document that is, that his name appears on there.

Q. Why does it?

A. The reason I put that name on there is because the nature of pipe fitters work, they have to go outside of the plant to recondition the water softener, I think, over at the Laidlaw Wire Company. We also have a considerable amount of pipe work and pipe department work in our office with the air conditioning unit and the cafeteria equipment, and I simply put the third man on there as a means of getting in touch with, the various foremen, they would get in touch with him when they could not contact these other men.

2983 By Trial Examiner Myers:

Q. What list are you referring to, Mr. Moritz?

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A. Well, it is document 113, or something, it is the wire mill supervisory force list.

Q. Do you mean this one, Board's Exhibit No. 118? (Handing document to witness.)

A. That is right.

By Mr. Baer:

Q. Who does Mr. Wren take orders from?

A. He takes orders from Jess Strope, the pipe department foreman.

Q. Mr. Wren is not in fact a foreman at all, is that true?

A. No, sir.

By Trial Examiner Myers:

Q. Well, does Rudolph Strope act as a foreman during the absence of Jess Strope, the head foreman?

A. Yes, sir.

By Mr. Baer:

Q. Since when has he been doing that?

A. I don't know how long he has been doing that. It is several years, I guess.

Q. Don't guess.

A. Well, he has——

By Trial Examiner Myers:

Q. What is your best recollection?

A. My best recollection is ever since I have been back, Rudy Strope takes Jess Strope's place if and when
2984 Jess Strope is not there.

Q. Is that often?

A. That has been almost continuous for the last several months, although Jess Strope is now back.

Q. What happened during the past several months to make that almost continuous?

A. Mr. Strope had some kind of stomach ailment, and then he had some kind of an eye ailment which caused him to be off for something about four months, I think.

Q. For the past four months?

A. And he has just returned about two or three weeks ago, prior to that, for four or five months, whatever it is, he has been off.

Q. He has been off for the past four or five months, did you say?

A. Prior to the immediate two or three weeks.

By Mr. Barr:

Q. Does Otis Wren have an office?

A. No, sir.

Q. I will ask you to state the present duties of Fred Schultz.

A. Fred Schultz is a barbed wire adjuster in the barbed wire department.

Q. What does he do?

A. He repairs machines and takes care of the wire requirements for the piece workers.

2985 Q. Is he a supervisor, having any authority in any way?

A. No, sir. No, I would not call him a supervisor. Oh, he supervises keeping the machines in wire; as far as supervising men, I would say not.

Q. Does he direct other men?

A. He directs the barbed wire department operators in probably changing a machine or changing from one style of barbed wire to another, and things of that kind.

Q. Does he have an office?

A. No, sir.

Q. Who gives him his orders?

A. Louis Duttarer.

Q. Who is he?

A. A foreman of the fence and barbed wire department.

Q. How long has Fred Schultz had the job which he now holds?

A. As an adjuster?

Q. Yes.

A. Well, I know he has for the past seven years, and I was gone eight years, and prior to that, he was an adjuster.

By Trial Examiner Myers:

Q. During the last seven years you referred to, has Louis Duttarer been the chief foreman of that department?

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A. No, not all the time; during that time, Mr. Hoffman, Emil Hoffman was.

2986 Q. How long has Louis Duttarer been the chief foreman?

A. I would say continuously over the past year and intermittently over the past two or three years, on account of the top foreman having a heart ailment.

By Mr. Barr:

Q. State what the present duties are of William Girdzes.

A. It is the same as Fred Schultz.

Q. Does he have an office?

A. No, sir. They are both on the same shift together. They are adjusters.

Q. Does their work consist largely of mechanical labor, isn't that true?

A. The repairing of machines.

Q. State the duties, the present duties of James Mahannah.

A. Well, he is in the electrical department, an electrical department clerk, or clerk to Bill Brown, electrical engineer, chief electrical engineer, I don't even know what Bill's real title is.

Q. You mean Mahannah is chief engineer?

A. No, clerk to the chief electrical engineer.

By Trial Examiner Myers:

Q. How long has he had that job?

A. Seven years or more, I guess. I think he was there when I came back.

Q. That is Mahannah?

A. Yes.

2987 Q. Is that right?

A. That is right.

By Mr. Barr:

Q. Is he considered a foreman?

A. No, sir.

Q. Who gives him his orders?

A. William H. Brown.

Q. State the duties of Herman Griffith—strike that.

Mr. Barr. Mr. Examiner, I am only making inquiry of the men who Intervener's Exhibit No. 17 shows are still

members of the Alliance, which accounts for my omitting a number of these names as I go through the list.

Trial Examiner Myers. Very well, sir.

By Mr. Barr:

Q. Will you state the duties of Herman Griffith as of the present time?

A. Well, he is a clerk in the office, I know that. He does not work for me.

Q. Clerk in what office?

A. The main office.

Q. And he is not an employee under you in the wire mill?

A. No, sir.

Q. State the present duties of Alva Jenks.

A. Alva is a straight and cut operator in the fabric department.

Q. What are his duties?

A. To operate the straight and cut machines.

2988 Q. Is he a foreman?

A. No, sir.

Q. Does he work on the machine like other men in the same department, working on the same machines?

A. Yes, sir.

Q. Is he paid hourly?

A. Yes, sir, and piece work.

Q. He is a piece worker?

A. Yes, sir.

Q. Does he have an office?

A. No, sir.

Q. Who does he take orders from?

A. The fabric department, Ed Bohlander.

Q. Would he also take orders from the fabric department's assistant foreman?

A. We do not have any.

Q. State the present duties of Alva Jenks.

A. You just asked me that.

Q. I mean, state the present duties of James McBride.

A. James McBride is an old timer. He is more or less of a free lance in the millwright department—oh, takes care of concrete jobs, and checking the scales and things of that kind.

Q. What do you mean, a "free lance"?

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A. Well, he more or less takes the easy jobs in the
2989 millwright department.

Q. Well, is that a foreman's job?

A. On account of his age.

Q. I say, is that a foreman's job?

A. No, it is not any foreman's job.

Q. Does he have an office?

A. No, sir.

Q. Does he have responsibility for the directing of others?

A. No, sir.

Q. Mr. McBride does regular hourly work, is that true?

A. Yes, he does regular hourly work. You said something about the work of directing others. Now, he may have a helper, and in a broad sense you might say, well——

Q. Would the helper direct him or would he direct the helper?

A. He would direct the helper.

Q. Would he sometimes be a helper?

A. Yes, I imagine he could be or has been.

By Trial Examiner Myers:

Q. What department did you say he works in?

A. Millwright.

Q. Is that the department that Rarick and Halsted are in?

A. That is right, Nanninga and Schreiber.

Q. How long did you say this fellow McBride had the job?

A. Oh, I don't know.

2990 Q. Sir?

A. For eighteen or twenty years, I guess.

Q. How long did you say that Halsted had the job?

A. Halsted has only been on about a year, I think.

Q. Well, McBride was there before Halsted, was he?

A. Oh, yes.

By Mr. Barr:

Q. State the present duties of Leonard Nelson.

A. He is a straight and cut operator in the fabric department, the same as Alva Jenks.

Q. Has he any supervisory duties at all?

A. No, sir.

Q. Does he have an office?

A. No, sir.

Q. He is an employee on an hourly piece work basis, is that right?

A. Yes, sir.

Q. Why did you have him on the list entitled "Supervisory Force"?

A. I don't know. Maybe at the time that list was made out, maybe he was working the second shift, maybe along in there.

By Trial Examiner MYERS:

Q. Who is this?

Mr. BAER. Leonard Nelson.

Trial Examiner MYERS. What list are you referring to, Mr. Baer?

2991 Mr. BAER. On the list entitled "Supervisory Force", being Exhibit No. 118.

By Mr. BAER:

Q. State the present duties of George Snyder.

A. George Snyder is a bundler in the bundling department.

Q. What does he do?

A. Bundles wire.

Q. Does he bundle wire and have the same work that other workers working in the same department do?

A. Yes, sir.

Q. Is he paid on an hourly basis?

A. Hourly and piece work.

Q. State the present duties of Hugo Williamson.

A. Hugo Williamson is a galvannealer in our galvanizing department.

Q. Is he a foreman?

A. Not any more.

Q. Did he used to be a foreman?

A. Yes, sir.

Q. When?

A. Up until about three years ago.

Q. And he was demoted, was he?

A. Yes, sir.

Q. And ever since that time he has been working as a galvannealer?

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2992 Was that on a piece work basis?

A. No, sir, that is hourly.

Q. On an hourly basis?

A. Yes, sir.

Q. Has he had any supervisory jobs during the past three years?

A. No, sir.

Q. Is he a regular worker, and does he do the same kind of work as the other men in that department?

A. Yes, sir.

By Trial Examiner MYERS:

Q. How many galvannealers have you got?

A. One for each furnace.

Q. Well, how many furnaces have you got?

A. Nine. I say one for each furnace. We have nine furnaces, but we can only use what we term six galvannealers.

Q. How many galvannealers have you?

A. How many ganvannealers?

Q. Yes.

A. Probably twenty-five or thirty.

Q. And who is the head of the galvannealers?

A. The foreman in the galvanizing department?

Q. I don't know. Who is the head of the galvannealers.

A. The foreman is the head of the galvannealers.

Q. The foreman of what?

2993 A. Of the galvanizing department. The galvannealers is just one term of one particular type of work on a furnace or unit.

By Mr. BAER:

Q. Who does Mr. Williamson take orders from?

A. From the galvanizing department foreman.

Q. Or assistant foreman, if there is one?

A. Or assistant foreman.

Q. State the present duties of Edwind Crombar.

A. Ed Crombar is a tester in the testing department. Now, he has acted at different times as a clerk in the testing department.

Q. What are his duties as a clerk?

A. Just clerical work, keeping records and typing memorandums and things.

Q. How long has it been since he has been a clerk?

A. Well, he isn't any clerk now—oh, since he has been a clerk——

Q. How long has he been in the present position which he holds?

A. Oh, I don't really know.

Q. About?

A. We have female clerks in there and we try to get them. When he would lose one, Ed will step in until we get another one. Now we have a female clerk and have had for several months.

2994 Q. What are Crombar's duties as tester?

A. To do regular testing work, testing wire.

Q. What is the nature of it? Describe it, please?

A. Testing wire for its physical property.

Q. While it is in the process of being made or after it is a completed product?

A. Well, both, during the process and after the wire has been finished.

Q. Does he have any voice in directing that work, or does he work with employees?

A. He works with employees, although he may be considered a leader of a particular crew or group of men that are testing certain types of wire, and he would be the top man in that particular group.

Q. He does do the same kind of work as the other men who work with him, doesn't he?

A. He does the same kind of work.

Q. Does he have an office?

A. No, sir.

Q. Does he have any title?

A. Well, they have titles in there, testers and leaders, and assistant testers, and things of that kind.

By Trial Examiner Myers:

Q. What is his title?

By Mr. Barr:

Q. Do you know whether he has one?

A. I think he is the leader.

2995 Q. And who does he take his orders from?

A. Virgil Watts.

Q. Who is Virgil Watts?

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A. The testing department foreman.

By Mr. Baer:

Q. You stated that Mr. Mahannah took orders from Mr. Brown. Did he take orders from anybody else?

A. He does from Henry Getz and George Weiman.

Q. Who are they?

A. Foremen in the electrical department.

Q. Is Mr. Mahannah a foreman in any sense whatsoever?

2996 A. No.

By Mr. Baer:

Q. Why was his name placed on the list marked as Board's Exhibit No. 118?

Trial Examiner Myers. Is there any objection?

Mr. Rosell. Yes, I objected, Mr. Examiner.

Trial Examiner Myers. Well, did he prepare this list? Oh, yes, that is the list with his name on it. I will overrule the objection.

The Witness. His name was put on that list because William Brown, being the electrical engineer, and having charge of the electrical equipment at both plants was pretty much out of the electrical department office of the wire mill, and likewise Henry Getz and George Weiman, Henry Getz taking care of principally the pyrometers and recording equipment of the mill was out, and George Weiman being out, I put Jim's name on there so that

2997 the foreman of the mill would know to call both electrical departments to get the proper information, and Jim likewise would collect the information of the importance or the necessity of the call, and many times you might have two or three electrical calls, or what we would call emergency calls, and the decision must be made as to which is the most important. Maybe an electrician is working in the galvanizing department on a job of some importance, but it may be less important than some job in the patenting department, and Jim is in the office in the electrical department all the time to collect that information and impart it to Getz or Weiman, because he knows where they are working all the time.

By Trial Examiner Myers:

Q. How many clerks are there?

A. One.
Q. Who is that.
A. Jim Mahannah.

By Mr. BAER:

Q. Does Jim Mahannah have any men under him?
A. No.

3028 Trial Examiner MYERS. Now, before we proceed with the next witness, while you are absent, Mr.
3029 Champion, or that is, while you were not present in the hearing room, Mr. Rosell offered in evidence certain documents which have been marked as Board's Exhibits Nos. 126 to 134, both inclusive.

These papers deal with the K. E. A.

Mr. Baer has objected to them going into evidence and I am turning these papers over to you now for your perusal.

Mr. CHAMPION. Thank you, Mr. Examiner.

Trial Examiner MYERS. And after you have had an opportunity to examine these papers, will you let me know if you have any objection to their receipt in evidence?

3030 Trial Examiner MYERS. Now, then, Mr. Baer offered in evidence, Mr. Champion, a letter which has been marked as Respondent's Exhibit No. 17. It is a letter addressed to the Keystone Steel & Wire Company and it is signed by Ben Meyers of the law firm of Meyers & Meyers.

3031 Mr. Rosell objects to it on the ground that it is incompetent and immaterial, and I am turning this letter over to you for your perusal, and we will take a recess now to give you an opportunity to examine these papers.

Mr. CHAMPION. Thank you, Mr. Examiner.

Trial Examiner MYERS. Are you ready, Mr. Champion?

Mr. CHAMPION. Yes, sir.

Trial Examiner MYERS. Mr. Baer, are you ready?

Mr. BAER. Yes, sir.

Trial Examiner MYERS. Mr. Rosell, are you ready to proceed?

Mr. ROSELL. Yes, Mr. Examiner.

Trial Examiner MYERS. Have you any objection to those papers going into evidence, Mr. Champion?

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3032 Mr. CHAMPION. Mr. Examiner, Board's Exhibits No. 123 to 134, both inclusive, the intervener objects to, as they are apparently records of the K. E. A., and it is our position that they are not competent and have no bearing on the issues in so far as the intervener is concerned, and by date are too far removed and remote to have any bearing on the issues.

Trial Examiner MYERS. I will overrule your objection, as well as the objection of Mr. Baer, and I will receive the papers in evidence, and I will ask the reporter to please mark them as Board's Exhibits 123 to 134, both numbers inclusive.

(The documents heretofore marked "Board's Exhibits 123 to 134," both inclusive, for identification were received in evidence.)

3033 Mr. CHAMPION. Intervener has no objections to Respondent's Exhibit No. 17.

Trial Examiner MYERS. I will overrule Mr. Rosell's objection and receive the paper in evidence and I will ask the reporter to please mark it as Respondent's Exhibit No. 17.

(The document heretofore marked "Respondent's Exhibit No. 17" for identification was received in evidence.)

AL SOMMER was recalled as a witness by and on behalf of the Respondent, having been previously duly sworn, resumed the stand and testified further as follows:

DIRECT EXAMINATION

3034 Mr. BAER. To save time, Mr. Examiner, I would like to announce that all of the persons about whom I am going to interrogate Mr. Sommer about now are employees of the steel plant and appear on Intervener's Exhibit No. 16.

Trial Examiner MYERS. Their names appear on that exhibit?

Mr. BAER. That their names appear on Intervener's Exhibit No. 16, with the possibility that I may refer to Board's Exhibit 119, the steel mill's supervisory list. I would like to have that if I could have it.

(Document handed to counsel.)

Trial Examiner MYERS. What list did you say?

Mr. BARR. I think it is 119.

Trial Examiner MYERS. I mean, what one did you just say.

Mr. BARR. Intervener's Exhibit No. 16.

I would also like to have Board's Exhibit 118 or 119, whichever one is the steel plant.

(Document handed to counsel.)

By Mr. BARR:

Q. You are the same Al Sommer that has testified previously in this case, are you not?

A. Yes, sir.

Q. Will you state the duties at the present time of Klas Krus?

A. He is a brick mason at the steel plant.

Q. And what are his duties?

3035 A. To lay brick on various jobs which are designated to him.

Q. Does he do regular bricklaying work?

A. Yes, sir.

Q. How was he given his present position with reference to what caused him to be selected for the job that he now holds?

A. By his seniority he was put on that job.

Q. Why is he listed on Board's Exhibit 119, entitled, "Steel Plant Supervisors and Assistant Supervisors?"

A. Because in case of sickness of the leader—of the head mason, he may one day a week work as head mason.

By Trial Examiner MYERS:

Q. What do you mean by "head mason"?

A. The working supervisor, to use that term, to show that he has charge of getting material to the job and then seeing that the job is properly done.

By Mr. BARR:

Q. But you said that one day a week he may take the place of the head mason. Who is that? Who is the head mason?

A. William Garretts.

Q. Is William Garretts a foreman?

A. We consider him as a working supervisor or working foreman.

BLEED THROUGH – POOR COPY

Q. Does Mr. Garretts do regular bricklaying work,
3036 too, with the other men in his crew?

A. Yes, sir.

Q. And Mr. Krus is his assistant, you might say, is that right?

A. Yes, sir.

Q. State, Mr. Sommer, the present duties of Fred Roger.

A. He is a burner or a shear man in the scrap department, when we have sufficient work for him there; otherwise he does general labor on repairing open hearth furnaces.

Q. Is he a supervisor from the standpoint of having to correct other men?

A. He is not.

Q. Why is he on the supervisor's list, being Board's Exhibit No. 119? Why is he named on that list?

A. His name was scratched off the list last winter when the number of men in the scrap department was reduced.

Q. Why was he on the list before that time?

A. Because he was considered a leader, a working leader in the scrap department.

3038 By Mr. Barr:

Q. State what the present duties of Louis Davis are?

A. He is the relief working supervisor at the rod dock.

Q. He is what?

A. He is relief working supervisor at the rod dock.

Q. And what does he do?

A. He helps take the orders from the conveyor at the dock and sees that they are loaded on to trucks and delivered to the proper place or to the wire mill.

Q. Does he do the same kind of work, the same kind of labor that other rod dock men do?

A. Yes, sir.

Mr. Rosell. I will object to that, Mr. Examiner.

Trial Examiner Myers. I will sustain the objection.

By Mr. Barr:

Q. State what the nature of the work is that is done by other rod dock men as compared with the work done by Mr. Davis. Just tell what they do.

A. There are two men who have the job of putting the trucks underneath a conveyor end where they receive the

rods, and then weigh the rods, and others put band ties on the coils, so they will not come apart if they are handled.

Q. Are the jobs of putting these band ties on and
3039 doing the other jobs you referred to all paid for at the same rate of pay?

A. They are all paid on an hourly basis. There is a differentiation between the various jobs.

By Trial Examiner Myers:

Q. Well, is Davis' job any different from that of Harvey Brown's?

A. Not materially when he is working as a relief foreman.

Q. Is it any different from that of Koeppel, K-o-e-p-p-e-l, Herman Koeppel?

A. Not when he is acting as relief.

Q. When who is acting as relief?

A. When Davis is acting as relief foreman.

By Mr. Bass:

Q. How often does Mr. Davis act as a relief foreman? I mean, is most of his time spent on that or is it spent on other work?

A. No, sir.

Q. State about what proportion of his time is spent as a relief foreman.

A. I would say three days a week or less.

Q. What does he do the rest of the time?

A. One of the other jobs at the dock is either loading or hauling rods or weighing and——

Q. And when he works as a relief foreman does he load rods and do weighing and the same thing he does when he is not acting as foreman?

3040 A. He would not weight, but he would attach rods to a hook, probably, and work with the labor gang who stack the rods in the storage.

Q. How did he obtain his position?

A. By seniority.

Q. State the present position of John Gerber?

A. For the past month he has been listed as a rod dock supervisor or rod dock foreman assistant, and is a working supervisor in the rod storage building.

BLEED THROUGH – POOR COPY

Q. Has that been only for the last month?

A. It has only been for the last month that he has been given that title.

Q. Are his duties any different now than they were prior to the time he was given that title?

A. No, sir.

Q. What are his duties?

A. To load rods with the help of a crane man on to trucks in the rod storage building.

Q. Does he supervise other men?

A. No, sir.

Q. Are there only two men that work on that job at one time?

Mr. Rosell. I will object to that.

Trial Examiner Myers. I will sustain the objection.

Mr. Barr. Strike the question.

3041 By Mr. Barr:

Q. How many men work on that job?

A. Three, and there may at times be four.

Q. Who does Mr. Gerber take orders from when he is working on that job?

A. He receives his instructions from the working supervisor at the rod dock.

By Trial Examiner Myers:

Q. Who is he? Who would be he?

A. Mr. James or Mr. Koeppel or Mr. Brown, or on the days that Mr. Davis is relief supervisor, why, he may phone in substance to the storage building.

Q. To Gerber?

A. Yes, sir.

By Mr. Barr:

Q. And do the other men that work with Mr. Gerber take instructions from the same people Mr. Gerber does?

A. Yes, sir.

Q. How does Mr. Gerber get his job,—how did he get his job?

A. By seniority.

Q. State the present position—strike that.

Prior to about a month ago when you said Mr. Gerber was given a title, you stated his job was the same then as it is now?

A. Yes, sir.

3042 Q. State why he was given a title.

A. Because he is stationed at the rod storage building most of the time and he is on the list so that if it is necessary to call there for information or to give instructions, that they will go to one person.

Q. Did he receive an increase in pay at the time he was given the title?

A. Yes, sir.

Q. How much?

A. I am not sure as to just the exact amount, but I would estimate about twelve or fifteen cents an hour.

Q. Is he paid today on an hourly basis?

A. Yes, sir.

By Trial Examiner Myers:

Q. Is Louis Davis paid higher than Gerber, or is his rate of pay higher than Gerber's?

A. When he is acting as relief supervisor, I think it would be slightly higher.

By Mr. Barr:

Q. Pardon me.

A. Than Gerber's present rate.

By Mr. Barr:

Q. Are Mr. Gerber's duties the same today as they were prior to the time he was given this title?

A. Yes, sir.

Q. State the present position of Paul Siens.

A. It is identical to that of Mr. Gerber.

Q. And how did he obtain his position?

3043 A. By seniority.

Q. State the present position of George Vell, V-e-l-l.

A. That is also identical to that of Gerber.

Q. Mr. Gerber and Mr. Siens?

A. Yes, sir.

Q. And how did Mr. George Vell get his present position?

A. By seniority.

3052 By Trial Examiner Myers:

Q. Mr. Sommer, what do you call a foreman?

BLEED THROUGH - POOR COPY

A. Well, we have two types of supervisors, those we call exempt and those we call nonexempt, at the steel plant, and from the standpoint of representing management in collective bargaining or carrying on the duties of foremen, we differentiate between those.

Q. Well, you made up a list here which has been received as Board's Exhibit No. 119, and you put down a lot of people as foremen. Now, what do you mean by a foreman?

A. Men who make out certain reports and have certain duties, and in most cases the oldest men doing that kind of work.

Q. Would you call a foreman a boss?

A. No, sir.

Q. What would you call him? Now, you made out this list. What do you call these people? I don't
3063 know. You have got a lot of them, maintenance foremen, steel plant foremen, mechanical foremen, electrical foremen, this is your work. What do you mean by foremen?

Mr. BARR. Just tell him what you mean. Let's have it all out.

Trial Examiner MYERS. Sir?

Mr. BARR. I said, just let him tell us all about it. Let us have Mr. Sommer explain in detail why they call them foremen.

The WITNESS. The men we call supervisors who do substantially the same work that the mills, or in the steel plant, that the other men do, are leaders but their hours and their pay are based on the same tonnage records and an hourly rate similar to the other men, so we——

Trial Examiner MYERS. I do not want to appear to be facetious in any way, and I do not want this next question to appear insulting in any way. It is not. I want to find out a little of your background.

Did you ever to go school, Mr. Sommer?

The WITNESS. Yes, sir.

By Trial Examiner MYERS:

Q. Did you go through grammar school?

A. Yes, sir.

Q. High school?

A. Yes, sir.

3054 Q. College?

A. Two years, sir.

Q. Did you ever take any professional course?

A. No, sir—I took engineering at school.

Q. How long a period did you study engineering?

A. Two years that I went to college.

Q. What college did you go to?

A. Bradley Polytechnic Institute in Peoria.

Q. Now, the other day you testified regarding Board's Exhibit 119—this is the list that you said was drawn up under your supervision?

A. Yes, sir.

Q. And you said that it was the custom of your company to send a copy of this list to people named on this list, as well as to the officers of the company and the purchasing department, is that right?

A. Yes, sir.

Q. Now, why did you send this list around that way? Why was it sent around?

A. Well, one purpose was so that everyone would know who to contact in certain departments if they wanted to get minor information regarding, or give instructions as to what material was wanted.

Q. Well, why was it sent to the purchasing department?

A. Because it is necessary for them to contact

3055 various departments at different times for the information as to the requirements of raw materials needed in the steel plant.

Mr. Bass. Mr. Examiner, to help get the information I think that you want, I might say that Mr. Sommer is an experienced engineer, and like most engineers, he is very unlearned in matters of letters, and I think that would go a long way to explain some of these things. Why they do things down there I don't know myself. A lot of things developed in this trial that surprises me, too. When you work with engineers you are always going to have literary mistakes.

Trial Examiner Myers. Go ahead, Mr. Rosell.

By Mr. Rosell:

Q. Mr. Sommer, how long has Paul Siens been on the job he is presently on?

BLEED THROUGH – POOR COPY

A. I do not know exactly, but I think he has been doing the same work he is doing now for the last two years or more.

Q. And how long has he had the title?

A. The title was put on the list a month or maybe six weeks ago.

Q. Now, how long has George Voll had his title?

A. The same length of time as Gerber and Siens.

Q. How long has Alvin Hibbert been a relief roller?

A. He has been considered a regular relief roller since last winter when Mr. Tomlin left.

Q. That was about the first of the year or there-
3056 abouts that Mr. Tomlin left, that is, about the first of this year, 1944?

A. Yes, sir, January 1944.

Q. Now, before you cut down the number of shifts in the scrap department, did Fred Roger have the same job that Francisco Franco now has?

A. Yes, sir.

Q. How long has Klas Krus been acting as relief mason foreman?

A. I would say for the past three years or maybe more.

Q. Do you know Mr. Lloyd Brown?

A. Yes, sir.

Q. He is a heater in the rod mill, is he not?

A. He is a relief heater.

Q. Relief, and how long has he been on that job?

A. I would say for the past three years or more.

Q. How much more than three years, would you know?

A. Well, he probably caught a turn a week, or a turn now and then due to sickness, as much as five years ago.

Q. How long has Harry Abbott been a rod dock foreman?

A. He is not a rod dock foreman.

Q. What is he—I will withdraw the question. I am sorry.

Is Harry Abbott a rod dock foreman at the present time?

A. No, sir.

3057 Q. Was he a rod dock foreman in the past?

A. No, sir.

Q. At any time?

A. He may have been used as a relief foreman at times.

Q. How long did he act as a relief foreman in the rod dock?

A. Well, I don't know.

Q. Now, Mr. Edward Aldridge is a roller, is he not, in the plant?

A. Yes, sir.

Q. For how long has he been a roller?

A. For fifteen or eighteen years.

Q. Now, before Mr. Tomlin left, Warren Brown was a roller on the second shift, isn't that right?

A. Yes, sir.

Q. Then when Mr. Tomlin left, Warren Brown took his place, is that correct?

A. Yes, sir.

Q. Now, for how long had Warren Brown been a roller, prior to replacing Mr. Tomlin as head roller?

A. Fifteen to eighteen years.

Q. For how long a time has John Houk been a relief yard foreman?

A. I would say for the past three years. It might be more.

3058 Q. Now, as head roller is Mr. Warren Brown in charge of the blooming mill under Mr. William Herman?

A. I would say he is in charge of work in the pulpit with other men on the day shift.

Q. Well, is Mr. Herman in charge of the blooming mill?

A. Yes, sir.

Q. How many men does the head roller have working under him?

A. I do not know just how many men there are in the crew that it takes to operate the blooming mill without counting them all and trying to remember their names.

Q. Well, approximately?

A. Well, I would say that there are approximately ten working with the head roller, only three men that operate the controls up in the pulpit with the roller.

Q. Does the head roller get the same rate of pay as the men under him?

A. No, sir.

Q. Is the head roller on a salary?

BLEED THROUGH – POOR COPY

A. No, sir.

Q. Is his rate higher than the employees who work under him?

A. His rate is higher than those that work with him, yes, sir.

By Trial Examiner MYERS:

Q. How much higher, approximately?

3059 A. I would say fifteen or eighteen cents an hour more than the next highest paid man.

By Mr. ROSELL:

Q. Do you consider it part of the duties of the head roller to recommend the discharge of a person who is incompetent?

A. We expect him to report any deficiencies or violations of the rules to his superior.

Q. That would be the superintendent, is that right?

A. Yes, sir.

Q. And can he discipline an employee under him, the head roller?

Mr. BAER. I object to whether he can. He may do it but he might or might not have the authority.

Trial Examiner MYERS. The objection is sustained.

By Mr. ROSELL:

Q. Does the head roller have any authority to discipline any employees working with him?

A. I would say no, he does not.

Q. Has he the authority to send a man home?

A. Not without first getting permission from Mr. Herman.

Q. Can he recommend that a man be sent home and has he that authority?

A. I would say that he has.

Mr. BAER. Well, pardon me. I make the same objection I made this morning, any man in that plant, no matter how humble he is has authority to make recommen-

3060 dations to his boss about somebody else.

Trial Examiner MYERS. Is this man charged with the duties of recommending to the superintendent or the man in charge of the department any infractions of the rules regarding another man's work? Is he charged with that duty as you testified to before?

The Witness. He is charged with reporting any violation.

By Trial Examiner Myers:

Q. And is he charged with the duties of recommending the dismissal of an employee?

A. No, sir.

Q. Or that a man be reprimanded for infractions of a rule or inefficiency?

A. No, sir, under our present regulations we do not ask for that.

Q. What duties is he charged with?

A. The head roller or any other roller is charged with the rolling of a satisfactory billett through the rolling mill.

Q. We are talking about the head roller. What is he charged with regarding the men working under him?

A. Well, he has charge of seeing that there is a man on each piece of equipment that has to be operated so that the entire mill will operate and to see that they do satisfactory work.

Q. If they do not do satisfactory work, is he
3061 charged with the duty of so reporting that to the person in charge of that department?

A. Yes, sir.

Mr. Barr. Mr. Examiner, I think——

By Trial Examiner Myers:

Q. And why is he called "head roller"?

A. Because he is the oldest roller and he is on the day shift is the principal reason. He has gained that through about twenty-five years of seniority and working on night shifts a long time to get there.

Q. And do all rollers have certain supervisory powers over the other people in their department?

A. All rollers have the same duties, yes, sir.

Q. And that is what you testified to last week, isn't that right?

A. Yes, sir.

3068 Re-cross-examination by Mr. Champion:

Q. Mr. Sommer, I notice on Board's Exhibit 119 the name of Hiram Griffin appears. Will you state what his present duties are? Do you remember that name?

Trial Examiner Myers. I think it should be Harmon Griffin, isn't that it, Mr. Sommer?

BLEED THROUGH – POOR COPY

Mr. CHAMPION. I think that is right, Harmon.

The WITNESS. Yes, sir.

By Mr. CHAMPION:

Q. Will you just state what his present duties are?

A. He is a relief rod inspector in the rod storage department, rod inspection department, whatever you call it.

Q. Is he what you ordinarily call a rod tester?

A. Yes, sir, he is a rod tester practically all the time, but there is a difference between a rod tester and a rod inspector.

Q. Does he have any men under his supervision?

A. No, sir.

Mr. CHAMPION. That is all.

By Mr. ROSELL:

Q. Does Mr. Harmon Griffin act as a relief rod inspection foreman?

A. He has the same duties, yes.

3069 Q. What is that?

A. According to the list he is called a rod inspection foreman, yes, sir.

Q. And does he relieve Steve Singer and Newbury when they are off in any way?

A. Yes, sir.

Q. Some time ago you testified certain men were designated foremen of the pit, isn't that right? Didn't you say about six months or a year ago there were men named as pit foremen?

A. Soaking pit foremen?

Q. That is right, soaking pit foremen.

A. Yes, sir.

Q. Now, prior to the time that these men were designated as soaking pit foremen, weren't the rollers in charge of the pits also and responsible for them?

A. They expected certain information to come to them from the heaters, and from that standpoint they directed the heaters as to what the rolling schedule would be, perhaps. I don't know.

Mr. BAER. Mr. Examiner, for Mr. Rosell's information there are two different kinds of pits; one is the soaking and one is the open hearth pit. The way he asked the question originally just on pit foremen shows that he does

not understand that there are two different kinds of pits.

3070 By Trial Examiner MYERS:

Q. The pit foreman that you referred to is the one that is the roller?

Mr. BARR. The soaking pit.

Trial Examiner MYERS. That a roller formerly had authority over.

The WITNESS. The soaking pit is part of the blooming mill, yes, sir.

By Trial Examiner MYERS:

Q. And what pit was that at which Getz came around to you one day, you said about six months ago, and said that he wanted some men charged with the people working in the—what pit?

A. Mr. Getz wanted to have someone responsible for certain work in the pit at the open hearth, where the ingots, where the steel is poured into molds. That is part of the open hearth department.

Q. Did you designate somebody?

A. I think I did, sir.

Q. And who was that?

A. He told me that he wanted to have Mr. Carl Reaktenwalt, because he was the oldest man in the pit, to be responsible for its cleanliness.

Q. And did you so designate Mr. Reaktenwalt? Did you appoint him to that job?

A. I told Mr. Getz it would be all right for him to do so, yes, sir.

3071 Q. And was Carl Reaktenwalt appointed to the job?

A. Yes, sir.

Q. And given the responsibility you have stated he was to assume?

A. Yes, sir.

Q. And was Mr. Carl Reaktenwalt given a title?

A. He has not been posted on the list because the work was considered temporary.

Q. Was he given a title?

A. I think perhaps his time card would show that he was a supervisor.

BLEED THROUGH – POOR COPY

Trial Examiner MYERS. Go ahead. Was that the pit you were referring to, Mr. Rosell?

Mr. ROSELL. Yes, sir.

Trial Examiner MYERS. Have you any more questions?

Mr. ROSELL. Yes.

By Mr. ROSELL:

Q. Those are soaking pit foremen I was referring.

A. That is part of the blooming mill and there were men designated as soaking pit foremen, yes, sir.

3093 JOHN MICHAELSON was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

3094 Q. Will you state your name, please?

A. John Michaelson.

Q. How do you spell your last name?

A. M-i-c-h-a-e-l-s-o-n.

Q. Where do you live, Mr. Michaelson?

A. Rural Route 3, Peoria.

Trial Examiner MYERS. You may be seated, sir. You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed, Mr. Michaelson?

A. I am employed in the galvanizing department of the Keystone Steel & Wire Company.

Q. How long have you been employed by the Keystone Steel & Wire Company?

A. Just about seventeen and one-half years.

Q. What are your duties in the galvanizing department?

A. I am a galvanizer, in fact, I am supposed to be an all-around man. I handle all the jobs.

Q. Were you a member of the K. E. A.?

A. I was.

Q. What became of the K. E. A., if you know?

Mr. ROSELL. I will object to that, Mr. Examiner.

Trial Examiner MYERS. The objection is overruled.

The WITNESS. Well, we were told that we did not have no union, in fact, I know of a case we had——

Trial Examiner MYERS. Now, wait a moment.

3095 Mr. ROSELL. I will ask that that be stricken, Mr. Examiner.

The WITNESS. I was trying to explain.

Trial Examiner MYERS. Never mind, Mr. Witness. Strike out everything after "We were told that we did not have any union."

By Mr. BAER:

Q. Just state what became of the K. E. A., if anything?

A. We don't know. It just dissolved. That is all we know, we heard about it——

3096 Trial Examiner MYERS. Mr. Witness, just talk for yourself and for nobody else. They are asking you about what you know.

The WITNESS. Yes, sir.

Mr. BAER. Well, Mr. Examiner, I think the witness was answering the question properly.

Trial Examiner MYERS. Go ahead and ask the next one, Mr. Baer, please.

By Mr. BAER:

Q. Now, are you a member of the Alliance?

A. Yes, sir.

Q. When did you join the Alliance?

A. Well, it was either the later part of April or the first part of May, 1937; I don't know exactly.

3097 Cross examination by Mr. ROSELL:

Q. Mr. Michaelson, have you been an officer of the Alliance?

A. I have.

Q. What office did you ever hold?

A. I held the office of vice president about four years ago, approximately; I don't know for sure, but I believe it was about four years ago.

Q. And who in management told you that you could join or not join?

Mr. BAER. I object to that. There is no testimony that anybody in the management told him anything.

Trial Examiner MYERS. I will sustain the objection.

By Mr. ROSELL:

Q. Where did you get the understanding?

A. We had several occasions. Mr. Moritz has told us, "I don't care what you belong to or what anybody belongs to."

BLEED THROUGH – POOR COPY

Q. When did he tell you that?

3098 A. On several occasions.

Q. When?

A. That was not during the time I was holding the job as vice president; it was during the time we had committee meetings with Mr. Moritz.

Q. Where did he tell you that?

A. Up in his office.

Q. When was it?

A. Well, I would not know exactly.

By Trial Examiner MYERS:

Q. Was it before you became vice president or after?

A. He told us that both, before and after, in a group of a committee.

By Mr. ROSELL:

Q. Was that an Alliance committee?

A. Yes, sir.

Mr. ROSELL. That is all.

By Trial Examiner MYERS:

Q. How did the discussion come up about whether you could join or not join a union or belong or not belong to the union, prior to the time that you became vice president? How did that happen to come up?

A. Well, Mr. Moritz just complained about us being unreasonable several times, and that is how it started, I imagine. He said several times that he did not care who he was dealing with.

Q. How did it come up?

3099 A. We tried to convince him that we were not unreasonable and he tried to tell us that we were unreasonable, and that we belonged to our organization and were trying to do the best we could for our members, and we tried to tell him that in several places they had trouble like that and we did not have anything like that and he said, "I don't care——"

Q. Trouble like what?

A. Well, in our grievances, you see, we were debating our grievances, and he thought that we were unreasonable in quite a few cases.

Q. And how did it come up after the time you were vice president?

A. Well, I imagine in about the same way, Mr. Examiner, because I have been on galvanizing department committee ever since.

Q. Was there at any time anything said about the CIO?

A. No, not exactly.

Q. What do you mean, "not exactly"?

A. Mr. Moritz never has told us what——

Q. I am not asking you what Mr. Moritz said except at these meetings where he said he did not care what union you belonged to.

Did you say anything about it or did anybody from the committee talk about the CIO?

A. Yes, sir.

3100 Q. When was this? At what meeting was that, before you were vice president or after?

A. After.

Q. What meeting was that?

A. I could not recall exactly.

Q. What was said?

A. Well, this man said that the CIO was peddling papers out here, and that maybe he would like for us to join the CIO, and Mr. Moritz promptly said, "I don't care what you belong to."

Q. Was that the only time or was it more times than that matter was brought up?

A. Well, that was—you mean, after I had the job of vice president?

Q. Yes.

A. That is about the only time that I can recall.

Q. Well, do you recall anything being said at any of the meetings prior to the time you were vice president?

A. Yes, sir.

Q. What?

A. There was a similar case by another committee man.

Q. What was said at that meeting?

A. That this committeeman, he thought that Mr. Moritz might be satisfied with a different union in the Keystone.

Q. What was said?

3101 A. Mr. Moritz again told us that he did not care what we belonged to.

Q. What union was brought up then?

A. The CIO.

BLEED THROUGH – POOR COPY

Q. How was that brought up?

A. I wouldn't know exactly.

Q. Was the CIO trying to organize the plant then?

A. They had just started, I believe.

Q. And that was at a conversation that took place prior to your being vice president, four years ago?

A. Well, in fact—can I talk?

Q. Certainly.

A. I was once upon a time a member of the—not a member, but a man trying to help organize with the AFL, Mr. Examiner, and that might have been in that case referring to something like that. I would not know for sure.

Q. The CIO were not trying to organize the plant before you became vice president, were they?

A. It might have been the AFL.

Q. Were the AFL?

A. They were.

Q. What organization?

A. I would not know. We had a meeting at the Pekin Court House once upon a time and it was attended by about fifteen witnesses—fifteen members, I mean,
3102 they were not exactly members, but they were signed up and they asked for a charter at that time.

Q. What year was that?

A. I cannot recall exactly.

Q. Was it before you joined the Alliance?

A. Yes, sir.

Q. Did you talk to Mr. Moritz about that?

A. No, I do not think that Mr. Moritz knows I ever belonged to it or ever plugged for it, you might say.

Q. Then that was not the organization that you were talking about when you were in Mr. Moritz' office sometime before you were vice president?

A. That was it.

Q. That was it?

A. That was the AFL, I am pretty sure it was, Mr. Examiner.

Q. I thought you said they tried to organize the plant before the Alliance was going.

A. Well, we tried to fall back on things like that, Mr. Examiner.

3103 OTTO VOLLMER called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. Will you state your name for the record, please?

A. Otto Vollmer.

Q. Will you spell your last name, please?

A. V-o-l-l-m-e-r.

Q. And where do you live, Mr. Vollmer?

A. 200 Collier Avenue.

Q. Is that in Peoria?

A. No, Bartonville.

Trial Examiner MYERS. Very well. You may be seated, sir. You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed?

3104 A. I am employed by the Keystone Steel & Wire Company.

Q. How long have you been there at Keystone?

A. Eleven years.

Q. What are your duties at Keystone?

A. Second helper at the open hearth.

Q. Second helper in the open hearth?

A. Yes, sir.

Q. That is over in the steel mill?

A. Yes, sir.

Q. Were you ever a member of the KEA?

A. Yes, I was.

Q. Do you know what happened to that organization, if anything?

A. It just dissolved, that is all I know.

Q. Are you a member of the Independent Steel Workers Alliance?

A. Yes, I am.

Q. When did you join?

A. I cannot give you the exact date, but it was the spring of 1937 sometime.

3105 Cross examination by Mr. ROSELL:

Q. Who is your boss?

A. Well, I have got several of them. We work on shift

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work down there and we do not have the same one every week.

3106 Q. All right. Who are your bosses?

A. Tony Edwards, Chilcot, Ward English and Paul Fruehauf.

By Trial Examiner MYERS:

Q. What was the last name?

A. Paul Fruehauf.

By Mr. ROSELL:

Q. Did the company ever notify you that the KEA was dissolved?

A. No.

3117 THOMAS SANDERSON was called as a witness by and on behalf of the Respondent, and having been first duly sworn, was examined and testified as follows:

3118 Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?

A. Thomas Sanderson.

Q. Will you spell your last name for the record, please?

A. S-a-n-d-e-r-s-o-n.

Q. Where do you live, Mr. Sanderson?

A. Rural Route 3 out of Peoria.

Trial Examiner MYERS. You may be seated.

You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed, Mr. Sanderson?

A. I am employed at the Keystone Steel & Wire Company.

Q. And how long have you been employed there?

A. About twenty-one years.

Q. For the past twenty-one years you have worked at Keystone?

A. Just about twenty-one years.

Q. What are your duties at Keystone?

A. I am in charge of crane operators in the open hearth.

Q. You are over in the steel mill, are you?

A. Yes, sir.

Q. I will ask you if you were ever a member of the KEA?

A. I was.
Q. And do you know whether or not the KEA was dissolved?
A. That is what I was told.
Q. And are you a member of the Alliance?
3119 A. I am.

3121 Cross examination by Mr. Rosell:

Q. Who is your boss, Mr. Sanderson?
A. I am working under four different melter foremen, on three different shifts.
Q. Who are they?
A. Fruehauf, Chilcot, Ward English and Tony Edwards.

By Trial Examiner Myers:

Q. And three other what?
A. Melter foremen.
Q. You said—and three other what?
A. I said four melter foremen on three different shifts I am working.
Trial Examiner Myers. I see.

By Mr. Rosell:

Q. Did the company ever notify you that the KEA was dissolved?
A. No, sir.

3123 Leonard Abbey was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner Myers:

Q. What is your name, sir?
A. Leonard Abbey.
Q. Will you spell your last name, please?
A. A-b-b-e-y.
Q. Where do you live, Mr. Abbey?
A. 4013 South Adams Street.
Q. Is that in Peoria?
A. Yes, sir.
Trial Examiner Myers. You may be seated, sir. You may proceed, Mr. Baer.

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By Mr. BARR:

Q. Where are you employed, Mr. Abbey?

3124 A. Keystone Steel & Wire Company.

Q. And how long have you been employed by the Keystone Steel & Wire Company?

A. Eleven years.

Q. And what are your duties?

A. Open hearth electrician.

Q. That is over in the steel mill, is it?

A. That is right.

Q. I will ask you if you were ever a member of the KEA?

A. I was.

Q. Do you know what happened to that organization, if anything?

A. It was dissolved due to the passing of the Wagner Act.

Q. Are you a member of the Independent Steel Workers Alliance?

A. Yes, sir.

Q. When did you join that organization?

A. Oh, sometime in 1937.

Q. At the time that you joined that organization, had you spoken—strike that.

At the time you joined that organization did you know that the KEA had been dissolved?

A. Yes, sir.

Q. State how you knew that the KEA had been dissolved?

A. Through a discussion with the officers of the union.

3127 Cross examination by Mr. ROSELL:

Q. Did you join the CIO?

A. No.

Q. Did he ever give you a card?

A. No, sir, he did not.

Q. He asked you to join?

A. He asked me to.

Q. When was the Wagner Act passed?

A. It was in sometime in 1937, I believe.

Trial Examiner MYERS. 1935, you mean, don't you?

The WITNESS. I don't know.

Mr. BAER. I do not believe that is a fair question to ask this witness.

Mr. ROSELL. Just a moment, Mr. Baer. Do not try to prime this witness. I will take care of him. He is
3128 on cross examination,

Trial Examiner MYERS. Mr. Witness, I just wanted to tell you that the Wagner Act was passed in 1935, that is all.

The WITNESS. 1935?

Trial Examiner MYERS. Go ahead, Mr. Rosell.

Mr. ROSELL. Now, what is your understanding of when the KEA was dissolved?

A. Well, as I said before, in discussion with the officers of the old KEA that the KEA was illegal and it would have to be dissolved.

Q. And——

A. In other words, it was a company union.

Q. Who told you that? Did the company tell you it was dissolved?

A. No.

3129 Q. Who is your boss?

A. William Wilson.

By Trial Examiner MYERS:

Q. How do you spell his last name?

A. W-i-l-s-o-n.

By Mr. ROSELL:

Q. Anyone else?

A. Well, he is the steel plant foreman and, of course, we have a melter foreman at the open hearth.

Q. Who is that?

A. Well, there is Ward English, Harry Chilcot, Paul Fruehauf and Tony Edwards.

3141 DONALD EWERS was called as a witness by and on behalf of the respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?

A. Donald Ewers.

Q. Will you spell your last name, please?

A. E-w-e-r-s.

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Q. Where do you live, Mr. Ewers?
A. 202 Keller.
Q. Is that in Peoria?
A. No, sir, in Bartonville.
Trial Examiner MYERS. You may be seated, sir.
You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed, Mr. Ewers?
A. Keystone Steel & Wire Company.
Q. How long have you been employed there?
A. Ten years.

3144 Cross examination by Mr. ROSELL:

Q. Mr. Ewers, did you ever attend a mem-
3145 bership meeting at which the KEA was dissolved?
A. No.
Q. Did the company ever notify you that the KEA was dissolved?
A. No.

CLIFTON GRIFFIN was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name, please?
A. Clifton Griffin.
Q. Will you spell your last name, please?
3146 A. G-r-i-f-f-i-n.
Q. And where do you live, Mr. Griffin?
A. 1509 Humboldt Street, Peoria, Illinois.
Trial Examiner MYERS. You may be seated, sir.
You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed?
A. Keystone Steel & Wire Company.
Q. How long have you been employed there?
A. Since June 6, 1936.

3148 Cross examination by Mr. ROSELL:

Q. Did you attend any membership meeting where the KEA was dissolved?
A. I did not.

Q. Were you notified by the company that it was dissolved?

A. I was not.

3150 GUY EGGERS was called as a witness by and on behalf of the respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name, please?

A. Guy Eggers.

Q. Will you spell your last name for the record, please?

A. E-g-g-e-r-s.

Q. Where do you live, Mr. Eggers?

A. 5811 South Washington Street, Bartonville.

Trial Examiner MYERS. You may be seated, sir. You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed, Mr. Eggers?

A. Keystone Steel & Wire Company.

Q. How long have you been employed by Keystone?

A. Well, pretty near twenty years; it will be twenty years in December.

3153 Cross examination by Mr. ROSELL:

Q. Did you attend any meeting when the KEA was dissolved?

A. I was at one or two meetings.

Q. I said, did you attend the meeting where the KEA was dissolved?

A. No, I did not attend that.

Q. Were you ever notified by the company that the KEA was dissolved?

A. No.

Q. Do you know what happened to the KEA?

A. I don't know a thing about it.

3154 CHARLES SCHOOLEY was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. Will you state your name for the record, please?

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A. Charles Schooley.

Q. Will you spell your last name, please, and spell it out loud so everybody can hear you?

A. S-c-h-o-o-l-e-y.

Q. And where do you live, Mr. Schooley?

A. 411 Martin Street.

Q. Is that Peoria?

A. Peoria, Illinois.

3155 Trial Examiner MYERS. You may be seated, sir. You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed, Mr. Schooley?

A. Keystone Steel & Wire Company.

Q. How long have you been employed there?

A. Twenty-two years.

3157 Cross examination by Mr. ROSELL:

Q. Did you attend a membership meeting where the KEA was dissolved?

A. No, sir.

Q. Were you told what happened to the treasury of the KEA?

A. I was never told, no, sir.

Q. Do you know what happened to the books of the KEA?

A. No, sir.

Q. Were you ever notified by the company that the KEA was dissolved?

3158 A. Not by the company, no.

Mr. ROSELL. That is all, Mr. Examiner.

Trial Examiner MYERS. Mr. Champion, do you have any questions?

Mr. CHAMPION. No, sir.

Trial Examiner MYERS. Mr. Baer?

Mr. BAER. Yes.

Redirect examination by Mr. BAER:

Q. How did you learn that the KEA had been dissolved?

A. Well, the next morning as I came to work after that meeting the representative——

Q. After what meeting?

A. After the meeting that the KEA dissolved, that next morning, before we started to work, the representa-

tive and the treasurer, I believe, told us that it was all over, that they give it away last night.

Mr. BAER. That is all.

By Trial Examiner MYERS:

Q. What else was said?

A. Sir?

Q. Was there anything else said?

A. Not pertaining to it, no, I don't think so, that they just could not have it any more so they gave it away.

Q. Did they say what they were going to do?

A. Not at that time, no.

3159 Re-cross-examination by Mr. ROSELL:

Q. Who told you that?

A. Earl Lowman was one, and Harry James was the other. Harry was the representative and Earl was secretary at that time.

Q. Did you see any bulletins from the company saying that?

A. No, sir, I did not see any bulletins. I answered that once.

3160 Mr. ROSELL. Mr. Examiner, before we proceed I would like the record to show that while these witnesses have been testifying, Mr. Dan Sommer, Mr. Henry Sommer and Mr. W. H. Sommer have been sitting in the jury box.

As far as the proceeding at this time is concerned, the Board has not anyone to proceed with.

At this point Mr. Baer is putting in his case.

Mr. BAER. I wish the record to show also that while each one of these men testified this morning, they were sitting in the witness chair facing counsel and the Examiner and had their backs to the jury box, and as far as anything that anybody in this room knows, not one of these witnesses saw anybody in the jury box.

Trial Examiner MYERS. That is not a true statement. In the first place, the witnesses before they sat there, before they were called to the witness stand, they sat out in front—first of all, I do not know why the statement was made by Mr. Rosell, but I want the record to state the facts.

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Mr. BAER. I mean, while they were on the witness
3161 stand they did not know what was going on in the jury box. They did not know if anybody was there or not.

Trial Examiner MYERS. Wait, now. Let us not get into any dispute about it.

First of all, I do not know why the statement was made by Mr. Rosell; in the second place, as long as you are going to make a statement, Mr. Baer, you might as well give the whole picture. Before they took the witness stand they were sitting out there where the audience sits, which faces the jury box and they must have seen the people in the jury box.

Mr. BAER. I would not dispute that.

Trial Examiner MYERS. When they took the stand, none of them turned their backs to the jury box.

Mr. ROSELL. Their backs were to the wall.

Trial Examiner MYERS. We might as well have that straight or Mr. Rosell will only make a great hullabaloo again.

Mr. BAER. Their backs were turned to the jury box because they were facing you and the counsel table.

Trial Examiner MYERS. But when they face you they are facing the jury box.

Mr. BAER. They are not facing the jury box. On top of that, it is an insult to the intelligence of these men to say that they would get on the witness stand and say
3162 something different because some of their bosses were here. These men are not dummies.

Trial Examiner MYERS. Well, what do you want to do now about this, Mr. Champion?

Mr. CHAMPION. I would like the matter to go over until Monday morning, if possible.

3166 WARREN D. JAMES was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name?

A. Warren D. James.

Q. Will you spell your last name for the record, please?

A. J-a-m-e-s.

Q. Where do you live, Mr. James?
A. 1214 Fair Oaks, Peoria.
Trial Examiner MYERS. You may be seated, sir. You may proceed, Mr. Baer.

By Mr. BAER:

Q. Mr. James, where are you employed?
A. Keystone Steel & Wire Company.
Q. How long have you been employed at the Keystone?
A. Approximately nineteen years.

3168 Q. As far as the company or the management is concerned have you always felt yourself free to join or not to join any labor organization without fear of being discriminated against?

Mr. ROSELL. I will object to that, Mr. Examiner.
Trial Examiner MYERS. The objection is overruled.
The WITNESS. That is correct.
Mr. ROSELL. Mr. Examiner, certainly that is leading, and I move that it be stricken. All the witness answers is yes or no to a long leading question.
Trial Examiner MYERS. The objection is overruled.
Mr. BAER. There are certain complaints——
Mr. CHAMPION. He ruled on it.
Trial Examiner MYERS. The motion is denied.
Mr. BAER. I would like to have the last question and answer read.

(Record read.)

3169 By Mr. BAER:

Q. What is correct?

A. I have always felt that I was free to join any organization I chose.

Mr. BAER. That is all.
Trial Examiner MYERS. Do you have any questions, Mr. Rosell?
Mr. ROSELL. Yes.

Cross-examination by Mr. ROSELL:

Q. Where did you get your understanding of the company, the management's attitude?
A. I did not get your question.
Q. Where did you get your understanding of the company's attitude?
A. I formed that opinion in my own mind.

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Q. Did the company ever tell you that?
A. No.
Q. Did the company ever advise you the K. E. A. was dissolved?
A. No.
Q. Did you ever attend any general membership meeting where the K. E. A. was dissolved?
A. When the K. E. A. was dissolved?
Q. Yes.
A. No.

Q. All you knew about it is what somebody told
3170 you, is that right?

A. Generally speaking, yes, sir.
Q. What department do you work in?
A. Machine shop.
Q. Have you ever been a member of the general committee of the Alliance?
A. Yes, sir.
Mr. ROSELL. That is all.
Trial Examiner MYERS. Mr. Champion, do you have any questions?
Mr. CHAMPION. No, sir.
Trial Examiner MYERS. Mr. Baer, do you have any questions?
Mr. BAER. Yes.

Redirect examination by Mr. BAER:

Q. Mr. James, you have always felt yourself free to join any church you wanted to join, haven't you?
A. Yes, sir.
Mr. ROSELL. I object, Mr. Examiner.

By Mr. BAER:

Q. And the company never told you as to any church affiliation that you should make?
A. That is right.
Mr. ROSELL. I object.
Mr. BAER. Well, it is just as proper as the silly questions that Mr. Rosell has been asking, that he
3171 keeps on asking.

Trial Examiner MYERS. Mr. Baer, do not make those remarks. If you think the questions are silly you object to them when they are propounded.

Mr. Baer. Mr. Examiner——

Trial Examiner Myers. Now, wait a minute. What is the objection, Mr. Rosell?

Mr. Rosell. I objected to the interrogation about this man's church.

Trial Examiner Myers. The objection is overruled.

3201 Charles Maurice Culshaw was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner Myers:

Q. What is your name?

A. Charles Maurice Culshaw.

Q. Will you spell your last name, please?

A. C-u-l-s-h-a-w.

Q. And where do you live, Mr. Culshaw?

A. Rural Route 3, Peoria.

Trial Examiner Myers. You may be seated, sir. You may proceed, Mr. Baer.

By Mr. Baer:

Q. Where are you employed, Mr. Culshaw?

A. Keystone Steel & Wire Company.

Q. And how long have you been employed by that company?

A. It will be fifteen years and six months the

3202 29th day of this month.

Q. And what are your duties at the Keystone?

A. Nail machine helper.

Q. Have you ever been a member of the K. E. A.?

A. I was.

Q. Do you know what happened to the K. E. A.?

A. I was told that it was dissolved.

Q. And are you a member of the Independent Steel Workers Alliance?

A. I am.

Q. When did you join that organization?

A. In April of 1937.

3205 Cross-examination by Mr. Rosell:

Q. Who did you talk to about this case before you came up here?

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A. Well, we discussed it amongst quite a few men.

Q. Who asked you to come up here?

A. I don't know. I was called into the employment office Saturday as I left work and I was asked to appear at court at 9:30 this morning.

Q. Where did you get your understanding of the company's attitude?

A. It was the general opinion.

Mr. Baer. Just a minute. I object to that question. This man stated that he did not know what the company's attitude was. He stated what his own feeling was.

Trial Examiner Myers. I will sustain the objection.

By Mr. Rosell:

Q. Did you attend any general membership meeting at which the K. E. A. was dissolved?

A. No, sir.

Q. Do you know what happened to the treasury of the K. E. A.?

A. No, sir.

Q. Do you know what happened to the books of the K. E. A.?

A. No, sir.

Q. Were you ever advised by the company that the K. E. A. had been dissolved?

3206 A. Not by the company, no.

William Brickner was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

By Trial Examiner Myers:

Q. What is your name?

A. William Brickner.

Q. Will you spell your last name for the record, please?

A. B-r-i-c-k-n-e-r.

Q. And where do you live?

A. 2003 Lincoln.

Trial Examiner Myers. You may be seated, sir. You may proceed, Mr. Baer.

3207 By Mr. Baer:

Q. Where are you employed, Mr. Brickner?

A. Keystone Steel & Wire Company.

Q. How long have you been employed by the Keystone?
A. Twenty-three years.
Q. And in what department do you work?
A. Nail department.

3209 CROSS-EXAMINATION

3210 Q. Did the company advise you that the K. E. A. had disbanded?
A. No, sir, I went to the meetings often enough to find that out.
Q. Did you attend the general membership meeting at which the K. E. A. was dissolved?
A. Sir?
Q. I say, did you attend the general membership meeting at which the K. E. A. was dissolved?
A. No, sir.

3211 LESLIE ALDRIDGE was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?
A. Leslie Aldridge.
Q. And how do you spell your last name?
A. A-l-d-r-i-d-g-e.
Q. And where do you live, sir?
A. 103 Griswold.
Q. Is that in Peoria?
A. Yes, sir.
Trial Examiner MYERS. You may be seated, sir.
You may proceed, Mr. Baer.
Mr. CHAMPION. Will you please keep your voice up? It is awfully hard to hear in here.

Q. Mr. Aldridge, where are you employed?
3212 A. Keystone Steel & Wire Company.
Q. And how long have you been employed at the Keystone?
A. Twenty-four years.
Q. I cannot hear you, Mr. Aldridge.
A. Twenty-four years.
Q. You will have to speak up.
A. All right.

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Q. And during that time you have gotten quite well acquainted with the management and the way the company is operated, have you not?

A. Yes, sir.

Mr. Rosell. I object to that, Mr. Examiner.

Trial Examiner Myers. The objection is overruled.

By Mr. Barr:

Q. What are your duties at the Keystone?

A. Nail machine operator.

Q. Talk louder, please.

A. Nail machine operator.

Q. And were you ever a member of the K. E. A.?

A. Yes, sir.

Q. Do you know what happened to that organization?

A. They dissolved.

Q. Are you a member of any labor organization at the present time?

A. The I. S. W. A.

Q. When did you join the Alliance?

3213 A. In April of 1937.

Q. At the time that you joined the Alliance did you know that thte K. E. A. had been dissolved?

Mr. Rosell. I will object to that, Mr. Examiner.

Trial Examiner Myers. The objection is overruled.

The Witness. No, sir.

By Mr. Barr:

Q. What was your opinion as to the Alliance with reference to the K. E. A., if anything?

Mr. Rosell. I will object to that, Mr. Examiner.

Trial Examiner Myers. The objection is overruled.

Mr. Barr. I will strike my question.

By Mr. Barr:

Q. When did you first hear that thte K. E. A. was dissolved?

A. In April, 1937.

Q. Was that before or after you joined the Alliance?

A. Well, it was before.

Q. Then when you joined the Alliance you had heard the K. E. A. was dissolved?

Mr. Rosell. I will object to that Mr. Examiner.

Trial Examiner MYERS. The objection is overruled. The witness has not answered the question.

By Mr. BARR:

Q. Will you answer the question, please?

A. Yes, sir.

Q. Mr. Aldridge, at and previous to the time that you joined the Alliance, did you know what the attitude

3214 of the management was with reference to its employees joining or not joining the Alliance or any other labor organization?

Mr. ROSELL. I will object to that, Mr. Examiner.

Trial Examiner MYERS. The objection is overruled.

The WITNESS. No.

By Mr. BARR:

Q. Do you know of anything that the company ever did or failed to do that influenced you or caused you to join the Alliance?

Mr. ROSELL. I object to that.

Trial Examiner MYERS. The objection is overruled.

A. No.

By Mr. BARR:

Q. In so far as your employee relationship with the company is concerned, I will ask you what is your understanding with reference to your right to join or not to join any labor organization.

Mr. ROSELL. I object to that, Mr. Examiner.

Trial Examiner MYERS. The objection is overruled.

The WITNESS. Well, they never told us to join the union or not to join the union.

3215 Cross examination by Mr. ROSELL:

Q. Where did you get your understanding of what the company's attitude was, Mr. Aldridge?

A. I did not hear you.

Mr. ROSELL. Would you read that question, please?

(Record read.)

The WITNESS. Well, on the job there, they don't ask you if you belong to the union or if you don't belong to it.

3216 Mr. ROSELL. Can I have that answer read, please?

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(Record read.)

By Mr. ROSELL:

Q. Will you answer my question, Mr. Witness, as to where you got your understanding from, please?

A. I answered it the best I can.

Q. Now, Mr. Edwards, were you present at any general membership meeting——

Mr. BAER. This is Mr. Aldridge, not Mr. Edwards.

Mr. ROSELL. I am sorry.

By Mr. ROSELL:

Q. Mr. Aldridge, were you present at any general membership meeting at which the K. E. A. was dissolved?

A. No.

Q. Are you related to Edward Aldridge?

A. He is a brother.

Q. And is your brother a foreman in the steel mill?

A. I do not know if he is a foreman or not. He is a roller over at the steel mill.

Q. Is he a roller in the steel mill?

A. Yes.

3217 DOUGLAS HOGUE was called as a witness by and on behaf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?

A. Douglas Hogue.

Q. Will you spell your last name for the record, please?

A. H-o-g-u-e.

Q. Where do you live, Mr. Hogue?

A. Route 3, Peoria.

Trial Examiner MYERS. You may be seated, sir.

You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed, Mr. Hogue?

3218 A. Keystone Steel & Wire Company.

Q. And how long have you been employed there?

A. Eleven years.

Q. How old are you, Mr. Hogue?

A. Twenty-nine.

Q. Are you a son of Bruce Hogue?

A. I am.

3220 Cross-examination by Mr. Rosell:

Q. Mr. Hogue, have you been in the past or are you now a member of the general committee of the I. S. W. A.?

A. I have been in the past but I am not now.

By Trial Examiner Myers:

Q. In what years were you a member of it?

A. I did not get the question.

Q. In what years were you a member of the general committee?

By Mr. Rosell:

Q. The Examiner is asking you in what years you were a member of the general committee.

A. I was last year, and I believe I was since the Alliance started, I believe I was on three years out of the last seven.

By Trial Examiner Myers:

Q. Were you a member at the very beginning of the Aliance?

A. Yes, I was elected, I believe, at the first election.

Q. A member of the general committee?

A. Oh, no, not to amount to much.

3221 By Mr. Rosell:

Q. Were you a member of the general committee of the K. E. A.?

A. Yes, I was, for the last year.

George Roten was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner Myers:

Q. What is your name?

3222 A. George Roten.

Q. Will you spell your last name, please?

A. R-o-t-e-n.

Q. And where do you live, Mr. Roten?

A. 1601 Perry.

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Q. Is that in Peoria?
A. Peoria.
Trial Examiner MYERS. You may proceed, Mr. Baer. You may be seated, sir.

By Mr. BAER:

Q. Where are you employed, Mr. Roten?
A. Keystone Steel & Wire Company.
Q. And how long have you been employed by that company?
A. Seventeen years.

3224 Cross-examination by Mr. ROSELL:

Q. Mr. Roten, did you attend any general membership meeting at which the K. E. A. was dissolved?
A. No, sir.
Q. Do you know what happened to the treasury of the K. E. A.?

3225 A. No, sir.

Q. Who is your boss?
A. Al Getz.
Q. Anyone else besides Mr. Getz?
A. They have different foremen on different shifts.
Q. Yes. Now, who are the foremen on these shifts?
A. Well, Edwards is one, Chilcot is one, and Fruehauf is one, and Ward English is one.
Q. Where did you get your understanding of what the company's attitude was?
A. Well, it was generally understood.
Q. Did the company advise you?
A. No, sir.
Q. Did the company ever advise you that the K. E. A. was dissolved?
A. No, sir.

3226 MATT SABORAC was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name?
A. Matt Saborac.
Q. What is your first name?
A. Matt.

Q. Is that M-a-t-t?
A. Yes.
Q. Where do you live, sir?
A. Peoria.
Trial Examiner MYERS: You may be seated, sir. You may proceed, Mr. BARR.

By Mr. BARR:

Q. Mr. Saborac, where are you employed?
A. Keystone Steel & Wire Company.
Q. And how long have you been employed by the Keystone Steel & Wire Company?
A. Seventeen years.

3229 Cross-examination by Mr. ROSELL:

Q. Mr. Saborac, did you attend any general membership meeting at which the K. E. A. was dissolved?
A. No, sir.
Q. Do you know what happened to the treasury of the K. E. A.?
A. No, sir.
Q. Who is your boss?
A. Walter Kronquist.
Q. Who?
A. Walter Kronquist.
Q. Is there anyone else there, any foreman?
3230 A. Well, Paul Freuhauf and Edwards, English, Chilcot—Tony Edwards.
Q. Did the company ever advise you the K. E. A. was dissolved?
A. No, sir.

3239 FRED SLUSHER was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

3240 Direct examination by Trial Examiner MYERS:

Q. What is your name?
A. Fred Slusher.
Q. Will you spell your last name, please?
A. S-l-u-s-h-e-r.
Q. And where do you live, Mr. Slusher?
A. 1103 Webster Street, West Peoria.

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Trial Examiner MYERS. You may be seated, sir.
You may proceed, Mr. Baer.

By Mr. BAER:

Q. Mr. Slusher, where are you employed?

A. Keystone Steel & Wire Company.

Q. And how long have you been employed by the company?

A. It will be twenty-two years in September, this September.

3243 Cross-examination by Mr. ROSELL:

Q. Mr. Slusher, where did you get your understanding of the company's attitude?

A. Well, they never said anything to the contrary.

Q. Did the company notify you that the K. E. A. had been disbanded?

A. No.

Q. Are you a member of the I. S. W. A. general committee?

A. Yes, sir.

Q. What was your answer?

A. Yes, sir.

Q. For how long have you been a member of the I. S. W. A. general committee?

A. Well, I don't know for sure; it has been several years, probably five or six years, I guess, almost ever since they started.

Q. And do you know what happened to the treasury of the K. E. A.?

A. No, I do not.

Mr. ROSELL. That is all, Mr. Examiner.

Trial Examiner MYERS. Mr. Champion, do you have any questions?

3244 Mr. CHAMPION. No, sir.

By Trial Examiner MYERS.

Q. Do you know why the K. E. A. was dissolved?

A. Why, I understand that it was not legal, that it would not stand up.

Q. Who told you that?

A. Well, I could not tell you now. It was just talked around the plant.

Q. Do you know when you heard it?
Mr. Baer. I cannot hear it.

By Trial Examiner Myers.

Q. Do you know when you first heard that?
A. No, I could not tell you.
Q. Do you know for how many years it was illegall existing in violation of the Act?
A. No, I did not know that. I did not know whethe that was a new law or an old law.

3245 William Rice was called as witness by and o behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner Myers:

Q. What is your name?
A. William Rice.
Q. And how do you spell your last name?
A. R-i-c-e.
Q. Where do you live, Mr. Rice?
A. 418 West Lake.
Q. Is that in Peoria?
A. Peoria Heights.
Trial Examiner Myers. You may be seated, sir. You may proceed, Mr. Baer.

By Mr. Baer:

Q. Where are you employed, Mr. Rice?
A. Keystone Steel & Wire Company.
Mr. Champion. I cannot hear you.
The Witness. Keystone Steel & Wire Company.

By Mr. Baer:

Q. You will have to talk up. How long have
3246 you been employed at Keystone?
A. Eleven years.
Q. What are your duties at the Keystone?
A. Trucking nails.
Q. Were you ever a member of the K. E. A.?
A. I was.
Q. Do you know what happened to that organization?
A. No, I don't.

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Q. Are you a member of the Independent Steel Workers Alliance?

A. Yes, sir.

Q. When did you join the Alliance?

A. Well, it was in the early part of 1937.

3249 Cross-examination by Mr. ROSELL:

Q. Mr. Rice, did the company ever advise you that the K. E. A. was dissolved?

A. No.

3250 Q. Were you ever told what happened to the treasury of the K. E. A.?

A. What is that?

Q. I say, were you ever told what happened to the treasury of the K. E. A.?

A. No.

3251 WILLIAM METTAM was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Examiner MYERS:

Q. What is your name, sir?

A. William Mettam.

Q. And how do you spell your last name?

A. M-e-t-t-a-m.

Q. Where do you live, Mr. Mettam?

A. 220 Wyoming.

Q. Is that in Peoria?

A. Peoria.

Trial Examiner MYERS. You may be seated, sir. You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed, Mr. Mettam?

3252 A. Keystone Steel & Wire Company.

Q. How long have you been employed there?

A. Since 1919.

Q. And what are your duties?

A. Fence machine operator.

Q. You will have to speak louder as there is so much noise outside.

A. Yes, sir.

Q. Were you ever a member of the K. E. A.?

A. Yes, sir.
Q. Do you know what happened to that organization?
A. I do not.
Q. Do you know with reference to whether or not—strike that.
Do you know whether or not it was ever disbanded or dissolved?
Mr. Rosell. I will object to that.
Trial Examiner Myers. The objection is overruled.
The Witness. No, sir.

By Mr. Baer:

Q. Are you a member of any labor organization at the present time?
A. The Alliance.
Q. When did you join the Alliance?
A. When it was first organized in 1937.
Q. Did you then join the Alliance about the time
3253 it was first organized?
A. Yes, sir.
Q. Do you know what brought about the organization of the Alliance in 1937?
Mr. Rosell. I will object to that.
The Witness. No, sir.

3258 Robert Dawalt was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner Myers:

Q. What is your name, sir?
A. Robert Dawalt.
Q. Will you spell your last name, please?
A. D-a-w-a-l-t.
Q. Where do you live, Mr. Dawalt?
A. 121 Roosevelt Street.
Q. Is that in Peoria?
A. Bartonville, Illinois.
Trial Examiner Myers. You may be seated, sir.
You may proceed, Mr. Baer.

By Mr. Baer:

Q. Where are you employed?
A. Keystone Steel & Wire Company.

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Q. And how long have you been employed by the Keystone?

A. Since 1918.

3261 Cross examination by Mr. ROSELL:

Q. Mr. Dawalt, do you know why the K. E. A. was dissolved?

A. No, sir.

Q. Were you ever told by the company that it was dissolved?

A. No, sir.

Q. Were you told what happened to the treasury of the K. E. A.?

A. No, sir.

Q. Do you know what happened to the books of the K. E. A.?

A. No.

3262 Q. Have you ever in the past been a member of the I. S. W. A. general committee?

A. At one time, yes, sir.

Q. When was that?

A. That was in 1942, I believe.

3263 CHARLES ERBY was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?

A. Charles Erby.

Q. Will you spell your last name, please, and please talk loudly so everyone can hear you.

A. E-r-b-y.

Q. And where do you live, Mr. Erby?

3264 A. 112 Rosaria Street, Bartonville.

Trial Examiner MYERS. You may be seated, sir. You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed, Mr. Erby?

A. Keystone Steel & Wire Company.

Q. How long have you been employed by the Keystone?

A. Well, approximately nine years.

Q. What are your duties?
A. Welder.
Q. At the Keystone?
A. Welder.
Q. Sir?
A. Welder.
Q. In what department are you a welder?
A. In the welding department.
Q. In the welding department?
A. That is right.
Q. Have you ever been a member of the K. E. A.?
A. I don't know whether I was a member of it or not I do not remember.
Q. Are you at the present time a member of the Independent Steel Workers Alliance?
A. Yes, sir.
Q. When did you join that organization?
A. I could not tell you that, as to the date I do not know.
3265 Q. Do you remember approximately the year?
A. Shortly after it was organized.
Q. Do you know when that was?
A. I do not remember the year, no.
Q. But you do remember it was shortly after the Alliance was organized?
A. Yes, sir.

3268 JAMES PRATT was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name?
A. James Pratt.
Q. How do you spell your last name?
A. P-r-a-t-t.
Q. And where do you live, Mr. Pratt?
A. Route 3, Peoria.
Trial Examiner MYERS. You may be seated, sir. You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed, Mr. Pratt?

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A. Galvanizing.

3269 Q. How long have you been employed there?

A. Since February, 1928.

Q. Did you say the galvanizing department?

A. That is right.

Q. Is that the galvanizing department of the Keystone Steel & Wire Company?

A. That is right.

Q. And you have been employed there since when?

A. February, 1928.

Q. What are your duties in the galvanizing department?

A. Reeler.

Q. Were you ever a member of the K. E. A.?

A. Yes, sir.

Q. Do you know what happened to that organization?

A. No, I do not.

Q. Are you a member of any labor organization at the present time?

A. The I. S. W. A.

Q. And when did you join the I. S. W. A.?

A. Oh, shortly after it was organized.

Q. Do you remember what year that was?

A. 1937, I believe.

3271 Cross-examination by Mr. Rosell:

Q. Mr. Pratt, do you know why the K. E. A. was dissolved?

A. No, I do not.

Q. Did you ever get any notice from the company that the K. E. A. was being dissolved?

A. No.

Q. Do you know what happened to the treasury of the K. E. A.?

A. I do not.

Q. Do you know what happened to the books of the K. E. A.?

A. I do not.

3272 Walter Grendel was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner Myers:

Q. Will you state your name, please?

A. Walter Grendel.
Q. Will you spell your name, please?
A. W-a-l-t-e-r G-r-e-n-d-e-l.
Mr. Rosell. I cannot get that at all.

By Trial Examiner Myers:

3273 Q. Will you talk up loud so we all can hear you?
A. G-r-e-n-d-e-l.
Q. And where do you live, sir?
A. Creve Coeur.
Q. Where?
A. Creve Coeur.
Trial Examiner Myers. You may be seated, sir. You may proceed, Mr. Baer.

By Mr. Baer:

Q. Where are you employed, Mr. Grendel?
A. Keystone Steel & Wire Company.
Q. And how long have you been employed by the Keystone?
A. A little over ten years.
Q. And what are your duties?
A. Cleaner in the mill department.
Q. That is over in the wire mill?
A. Yes, sir.
Q. Now, Mr. Grendel, were you ever a member of the K. E. A.?
A. Yes, sir.
Q. Do you know what happened to that organization?
A. No, I do not.
Q. Are you at the present time a member of the Independent Steel Workers Alliance?
A. Yes.
Q. When did you join that organization?
A. Well, when it started.
3274 Q. Do you know what year that was?
A. No, I don't.
Q. Have you been a member of the Alliance ever since it started down to the present time?
A. Yes, sir.

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3277 RILEY MOORE was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name?

A. Riley Moore.

3278 Q. Will you spell your entire name, please?

A. R-i-l-e-y M-o-o-r-e.

Q. Where do you live, Mr. Moore?

A. Rural Route 1, Peoria.

Trial Examiner MYERS. You may be seated, Mr. Moore. You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed, Mr. Moore?

A. Keystone Steel & Wire Company.

Q. How long have you worked there?

A. On the 6th of October it will be twenty-five years.

Q. And what is the nature of your work?

A. Tool maker in the nail department.

Q. Mr. Moore, did you ever belong to the K. E. A.?

A. Yes, sir.

Q. And do you know what happened to that organization?

A. No, sir, I don't.

Q. Are you member of the Independent Steel Workers Alliance?

A. I am.

Q. When did you join that organization?

A. Early in 1937.

3279 Cross examination by Mr. ROSELL:

Q. Mr. Moore, do you know why the K. E. A.

3280 was dissolved?

A. No, sir.

Q. Do you know what happened to the treasury of the K. E. A.?

A. No, sir.

Q. Do you know what happened to the books of the K. E. A.?

A. No, sir.

Q. Did the company ever advise you that the K. E. A. was dissolved?

A. No, sir.

3281 FRED JOHNIGK was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?

A. Fred Johnigk.

Q. Will you speak up loudly so we all can hear you? How do you spell you last name?

A. J-o-h-n-i-g-k.

Q. Where do you live, sir?

A. Rural Route 1, Peoria.

Trial Examiner MYERS. You may be seated, sir.

You may proceed, Mr. Baer.

By Mr. BAER:

Q. Mr. Johnigk, where are you employed?

A. Keystone Steel & Wire Company.

Q. And how long have you been employed at the Keystone?

A. Seventeen years.

3283 Cross-examination by Mr. ROSELL:

Q. Do you know why the K. E. A. was dissolved, Mr. Johnigk?

A. I knew from what I heard that it was illegal.

Q. Do you know what happened to the treasury of the K. E. A.?

3284 A. No, sir.

Q. Were you told what happened to the books and records of the K. E. A.?

A. No, sir.

Q. Did the company ever advise you that the K. E. A. was dissolved?

A. No, sir.

3288 JOSEPH GRACHEK was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

By Trial Examiner MYERS:

Q. What is your name, sir?

A. Joseph Grachek.

Q. Will you spell your last name, please?

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A. G-r-a-c-h-e-k.

3289 Q. Where do you live, Mr. Grachek?

A. 219 Peru Avenue.

Q. Is that in Peoria?

A. No, sir, Bartonville.

Trial Examiner MYERS. You may be seated, sir. You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed, Mr. Grachek?

A. Keystone Steel & Wire Company.

Q. How long have you been employed by the Keystone?

A. It will be fifteen years in August.

Q. And what are your duties at the company?

A. I am a shear man in the rod mill.

Q. Were you a member of the K. E. A.?

A. Yes, sir.

Q. Do you know what happened to that organization?

A. Well, I understood it just dissolved.

Q. And are you at the present time a member of the I. S. W. A.?

A. Yes, sir.

Q. When did you join the Alliance?

A. Oh, right after they started, I think it was in the spring of 1937.

Q. At the time that you joined the Alliance, did you know that the K. E. A. had been dissolved?

A. Yes, sir.

Q. At the time that you joined the Alliance, did
3290 you know what the attitude of the company management was with reference to its employees joining or not joining the Alliance or any labor organization?

Mr. ROSELL. I will object.

Trial Examiner MYERS. The objection is overruled.

The WITNESS. Well, the way I understood it, they did not care whether you joined any union or none at all.

By Mr. BAER:

Q. And have you always felt yourself free to join any organization?

A. Yes, sir.

Mr. ROSELL. I will object to that.

Trial Examiner MYERS. The objection is overruled.

By Mr. BARR:

Q. Do you know of anything that the company has ever done or failed to do that influenced you or caused you to join the Alliance?

Mr. ROSELL. I will object to that.

Trial Examiner MYERS. The objection is overruled.

The WITNESS. No, sir.

By Mr. BARR:

Q. As far as the company management is concerned, have you always felt yourself free to join or not to join any labor organization without fear of being discriminated against?

Mr. ROSELL. I will object to that, Mr. Examiner.

Trial Examiner MYERS. The objection is overruled.

The WITNESS. I always had that feeling, that
3291 you could do as you pleased. I do not think they would discriminate in any way.

Mr. BARR. That is all.

Trial Examiner MYERS. Do you have any questions, Mr. Rosell?

Mr. ROSELL. Yes, sir.

Cross-examination by Mr. ROSELL:

Q. Do you know why the K. E. A. was dissolved, Mr. Grachek?

A. No, I do not.

Q. Did the company ever advise you that it was being dissolved?

A. No, sir.

Q. Were you ever told what happened to the treasury of the K. E. A.?

A. No, sir, I was not.

Q. Were you ever told what happened to the books and records of the company?

A. No.

Q. Did you ever attend any general membership meeting at which the K. E. A. was dissolved?

A. I don't believe I have.

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3292 JOHN BURNINGA was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?

A. John Burninga.

3293 Q. Will you spell your last name for the record, please?

A. Burninga, B-u-r-n-i-n-g-a.

Q. And where do you live, Mr. Burninga?

A. Route 1, Peoria.

Trial Examiner MYERS. You may be seated, sir. You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed, Mr. Burninga?

A. Keystone Steel & Wire Company.

Q. How long have you been employed there?

A. About ten years.

3295 Cross-examination by Mr. ROSELL:

Q. Do you know why the K. E. A. was dissolved, Mr. Burninga?

A. No, I do not.

Q. Did the company ever advise you that the K. E. A. was being dissolved?

A. No.

Q. What happened to the treasury of the K. E. A.?

A. I don't know.

Q. Do you know what happened to the books and records of the K. E. A.?

A. No, I don't.

3311 PAUL DORETHY was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?

A. Paul Dorethy.

Q. Will you spell your last name for the record, please?

A. D-o-r-e-t-h-y.

Q. And where do you live, sir?

A. 315 Closen Road, Bellevue, Illinois.
Trial Examiner MYERS. You may be seated, sir.
You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed, Mr. Dorethy?
A. Keystone Steel & Wire Company.
Q. How long have you been employed there?
A. Eighteen years.

3313 Cross-examination by Mr. ROSELL:

Q. Do you know why the K. E. A. was dissolved?
A. No, I don't.
Q. Do you know what happened to the treasury of the K. E. A.?

3314 A. No, sir.

Q. Or do you know what happened to the books of the K. E. A.?
A. No, sir.
Q. Did the company ever advise you that the K. E. A. was dissolved?
A. No, sir.
Q. Who is your boss?
A. I have three.
Q. Who are they?
A. Charles Osberg, Herb Mason and John Flanery.

3315 PARK MASTERS was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?
A. Park Masters.
Q. Will you spell out your full name, please?
A. P-a-r-k M-a-s-t-e-r-s.
Q. Where do you live, Mr. Masters?
A. Bartonville, Illinois.
Trial Examiner MYERS. You may be seated, sir.
You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed, Mr. Masters?
A. Keystone Steel & Wire Company.

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Q. How long have you been employed there?

A. Seventeen years.

3318 Cross-examination by Mr. Rosell:

Q. Do you know why the K. E. A. was dissolved?

A. No, sir.

Q. Did the company ever advise you that the K. E. A. was being dissolved?

A. No, sir.

Q. Do you know what happened to the treasury of the K. E. A.?

A. I don't.

3327 Charles Barker was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner Myers:

Q. What is your name, sir?

A. Charles Barker.

3328 Q. How do you spell your last name?

A. B-a-r-k-e-r.

Q. And where do you live, sir?

A. 1028 Humboldt Street.

Q. Is that in Peoria?

A. Yes, sir.

Trial Examiner Myers. You may be seated, sir.

You may proceed, Mr. Baer.

By Mr. Baer:

Q. Where are you employed, Mr. Barker?

A. Keystone.

Q. How long have you been employed there?

A. Eleven years next month.

3330 Cross-examination by Mr. Rosell:

Q. Do you know why the K. E. A. was dissolved?

A. No, I don't.

Q. Do you know Herb Arthur?

A. No, I do not; I have heard of the man.

Q. Where did you get your understanding of what the company's attitude was as to joining the union?

A. I believe that I testified I did not know their attitude and I did not care.

Q. Were you ever advised by the company that the K. E. A. had been dissolved?

A. No, sir.

3331 Q. Were you ever told what happened to the treasury of the K. E. A.?

A. No, sir.

3332 LYMAN HARRIS was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?

A. Lyman Harris.

Q. Will you spell out your full name, please?

A. L-y-m-a-n H-a-r-r-i-s.

Q. And where do you live, Mr. Harris?

A. 603 East McClure, Peoria, Illinois.

3333 By Mr. BAER:

Q. Where are you employed, Mr. Harris?

A. Keystone Steel & Wire Company.

Q. And in what department do you work?

A. In the rod mill of the steel plant.

Q. And how long have you worked there?

A. It will be twenty-one years the 10th of next month.

3335 Cross-examination by Mr. ROSELL:

Q. Do you know why the KEA was dissolved?

A. I do not.

Q. Were you ever informed by the company that it was being dissolved?

A. No, I was not.

Q. Were you ever told what happened to the treasury of the KEA?

A. No, I was not.

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3338 ARTHUR ROSE was called as a witness by and on behalf of the Respondent, and having been first duly sworn, was examined and testified as follows:

3339 Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?

A. Arthur Rose.

Q. Will you please spell your last name?

A. R-o-s-e.

Q. Where do you live, sir?

A. 512 West Gift Street.

Trial Examiner MYERS. Is that in Peoria?

A. In Peoria.

Trial Examiner MYERS. You may be seated, sir.

You may proceed, Mr. Baer.

Mr. Reporter, after each witness takes the stand, will you please announce his name and address so that everyone here can hear it.

You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed, Mr. Rose?

A. Keystone Steel & Wire Company.

Q. How long have you been employed at the Keystone?

A. Twenty-one years.

Q. What is the nature of your duties at the Keystone?

A. I am a rod mill hand.

Q. That is over in the steel mill, is it not?

A. Yes.

Q. Now, Mr. Rose, were you ever a member of the KEA?

A. Yes, sir.

3340 Q. Do you know what happened to the KEA?

A. No, sir, not just exactly. It dissolved, I hear.

Q. Are you a member of any labor organization at this time?

A. Yes, sir.

Q. Will you state the name of that organization that you belong to?

A. The ISWA.

Q. That is the Independent Steel Workers Alliance?

A. Yes, sir.

Q. When did you join the Alliance?

A. Oh, some time in April or May, 1937.

3343 RAY CHANDLER was called as a witness by and on behalf of the Respondent, and being first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?
A. Ray Chandler.
Q. Will you spell your last name for the record, please?
A. C-h-a-n-d-l-e-r.
Q. Where do you live, Mr. Chandler?
A. 2415 Seventh Avenue.
Q. Peoria?
A. Peoria, yes, sir.
Trial Examiner MYERS. You may be seated, sir. You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed, Mr. Chandler?
A. Keystone Steel & Wire Company.
Q. How long have you been employed there?
3344 A. For twenty-three years.
Q. Twenty-three years?
A. Yes, sir.
Q. What are your duties at the company?
A. Assistant roller.
Q. That is over in the steel mill?
A. Yes, sir.
Q. Were you ever a member of the KEA?
A. I was.
Q. Do you know what happened to that organization?
A. It broke up.

3346 Cross-examination by Mr. ROSELL:

Q. Mr. Chandler, do you know why the KEA broke up?
A. Well no.
Q. Were you ever advised by the company that it was being dissolved?
3347 A. No.
Q. Were you ever told what happened to the treasury of the KEA?
A. No.
Q. Were you ever told what happened to the books and records of the KEA?
A. No.

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3348 WILFORD CHANDLER was called as a witness by and on behalf of the Respondent, and having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?
A. Wilford Chandler.
Q. Will you spell your last name?
A. C-h-a-n-d-l-e-r.
Q. Where do you live, sir?
A. 802 Heading Street.
Q. Is that in Peoria?
A. Yes, sir.

Trial Examiner MYERS. You may be seated, sir. You may proceed, Mr. Baer.

Q. Where are you employed, Mr. Chandler?
3349 A. Keystone Steel & Wire Company.

By Mr. BAER:

Q. How long have you been employed there?
A. Approximately eleven years.
Q. And state what your duties are with the company.
A. I am a strap man in the rod mill.
Q. Over on the steel mill side, is that right?
A. Yes, sir.
Q. Were you ever a member of the KEA?
A. I was.
Q. Do you know what happened to that organization?
A. Yes; it dissolved.
Q. Are you a member of the Independent Steel Workers Alliance?
A. I am.
Q. When did you join that organization?
A. Right about the time it was recognized, around 1937.

3351 Cross-examination by Mr. ROSELL:

Q. Mr. Chandler, do you know why the KEA was dissolved?
A. No, I don't.
Q. Did you attend any general membership meeting at which it was dissolved?
A. No.
3352 Q. Were you ever told what happened to the treasury of the KEA?

A. No.

Q. Were you ever told what happened to the books records of the KEA?

A. No.

Q. Were you ever advised by the company that KEA was dissolved?

A. No.

3354 HERSCHEL COOPER was called as a witness by on behalf of the Respondent, having been first sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name, please?

A. Herschel Cooper.

3355 Q. Will you spell out your full name?

A. H-e-r-s-c-h-e-l C-o-o-p-e-r.

Q. And where do you live, Mr. Cooper?

A. 516 North 13th Street, Pekin, Illinois.

Trial Examiner MYERS. You may be seated, sir. You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed, Mr. Cooper?

A. At the Keystone Steel & Wire Company.

Q. And how long have you been employed by t company?

A. Eleven years.

3358 Cross-examination by Mr. ROSELL:

Q. Mr. Cooper, do you know why the KEA dissolved?

3359 A. No.

Q. Did the company ever advise you that it dissolved?

A. No.

Q. Have you ever been told what happened to treasury of the KEA?

A. No.

Q. Do you know what happened to the records of KEA?

A. No—they were destroyed.

Q. Did you see that?

A. No.

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Q. Then how do you know?
A. I was told that they were.
Q. By whom?
A. By the committeeman.
Q. Who is that?
A. I think it was Cecil Butler at that time.
Q. What is that?
A. Cecil Butler.
Q. Did he tell you he saw it?
A. No.
Q. What did he tell you?
A. He told me that they were destroyed.
Q. Did he tell you where?
A. No.
Q. Did he tell you when?
3360 A. No.
Q. Did he tell you who destroyed them?
A. No.
Q. What did he tell you?
A. That they were destroyed.
Q. That is all you know about it, is that right?
A. Yes.
Q. Now, on what do you base your knowledge on what the company's attitude is of the joining of unions?
A. It is the general feeling between all the men I work with.
Q. Did the company ever advise you of that fact?
A. Absolutely not.
Q. Who is your boss?
A. W. P. Kronquist.
A. Anybody else?
A. Oh, I have about four more.
Q. Who are they?
A. Bill Schwinn, Jerry Moran, Julius Doubet and Roy Applegren.
Q. And how long has Mr. Schwinn been your boss?
A. Six years.
Q. How about Julius Doubet, how long has he been your boss?
A. Those four have been boss about the same
3361 length of time.
Q. Mr. Moran, too?

A. Yes.

Q. Has he been your boss for six years?

A. No, not that long, possibly three and a half or four years.

Q. And who was the other fellow?

A. Roy Applegren.

Q. How long has Roy Applegren been your boss?

A. About the same time.

Q. The same as what?

A. As the last I answered you about, three and a half years.

Q. The last three and a half years?

A. Yes, sir.

By Trial Examiner MYERS:

Q. How long have you had this job that you are working on now?

A. Six years and a half or seven years, about seven years.

By Mr. ROSELL:

Q. Where did you work before?

A. In the post shop of the Keystone Steel & Wire Company.

Q. Who was the boss before Moran became one?

A. Charley Brown.

Q. Charles Brown?

A. Yes.

Q. And who was your boss before Roy Applegren
3362 became your boss?

A. Steve Conway.

Q. And how long was Steve Conway a boss there?

A. I could not say, approximately, I don't know.

Q. Was he a boss for the six years you have been on the job?

A. Oh, yes, yes.

By Trial Examiner MYERS:

Q. Is that Brown, C. A. Brown?

A. I could not tell you what his middle initial is.

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3366 CLARENCE HOOVER was called as a witness on behalf of the Respondent, having been first duly
3367 sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?
A. Clarence Hoover.
Q. How do you spell your last name?
A. H-o-o-v-e-r.
Q. Where do you live?
A. 202 Eaton Avenue.
Q. 202 Eaton Avenue? Is that in Peoria?
A. No, sir; Bartonville.
Trial Examiner MYERS. You may be seated, sir. You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed, Mr. Hoover?
A. Keystone Steel & Wire Company.
Q. How long have you been employed by the Keystone Steel & Wire Company?
A. Eleven years.

3371 Cross-examination by Mr. ROSELL:

Q. Mr. Hoover, do you know why the KEA was dissolved?
A. No, I don't.
Q. Do you know what happened to the treasury of the KEA?
Q. Never had any, as I know of.
Q. Did the company ever advise you that the KEA was being dissolved?
A. No, I don't believe they did.
Q. Did you ever attend any general membership meeting at which the KEA was dissolved?
A. No.
Q. Do you know what happened to the books and records of the KEA?
3372 A. I never even knew they had any.

3374 JOSEPH WM. OSBORN was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?
A. Joseph Wm. Osborn.
Q. Will you please spell your last name for the record?
A. O-s-b-o-r-n.
Q. Where do you live, Mr. Osborn?
A. 405 Chicago Street, Peoria, Illinois.
Trial Examiner MYERS. You may be seated, sir.
You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed, Mr. Osborn?
A. Keystone Steel & Wire Company.
Q. How long have you been employed there?
A. The greater part of the time since 1916.
Q. Have you been employed there continuously for at least the last ten years.

3377 Cross-examination by Mr. ROSELL:

Q. Do you know why the KEA was dissolved, Mr. Osborn?
A. As I understand it, the KEA was dissolved on account of the Wagner Act coming in, which did away with company unions, and that is the reason the ISWA was organized, because the company unions were out.
Q. Do you know for how long before the company unions had been out?
A. How long they had been out?
Q. Yes, at the time the Alliance was organized?
A. I could not say exactly. I think it was in March some time; I am not sure.
Q. You think company unions were outlawed in March?
A. I do not remember. I say, I don't know, I could not tell you to be exact.
3378 Q. How much before?
Trial Examiner MYERS. Why not propound your question in the regular way? Do not keep floundering around. He does not know what you mean. Go ahead.

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By Mr. Rosell:

Q. Was the Alliance organized at the time the Wagner Act was passed, Mr. Osborn, that you know of?

A. Would you state that again, please?

Trial Examiner Myers. Will the reporter please read the question to the witness.

(Question read.)

Mr. Barr. Mr. Examiner, I object to that unless he first lays the proper foundation for that question by showing whether or not this witness knew when the Wagner Act was passed.

Trial Examiner Myers. The objection is overruled. Will you answer the question, please?

The Witness. I do not know.

By Trial Examiner Myers:

Q. Do you know when the Wagner Act was passed?

A. I don't remember.

Q. Do you know what year the KEA was dissolved?

A. In 1937.

Q. Do you know in what year the Alliance was formed?

A. It was in 1937.

3379 Q. Now, with those two dates in mind, have you any idea when the Wagner Act was passed?

A. I don't know; just in the time between.

Q. Between what?

A. When the Wagner bill was passed and the Alliance was formed.

Trial Examiner Myers. All right. Go ahead, Mr. Rosell.

By Mr. Rosell:

Q. Did the company ever advise you that the KEA was being dissolved?

A. It was the general talk all over the plant.

Q. Will you answer my question, Mr. Witness, please?

A. You say the company?

Q. Did the company ever advise you?

A. Well, that is taking in quite a bit of territory. What do you mean by the company?

Trial Examiner Myers. He means the officials of the company. Did any of the officials of the company tell you that?

The Witness. It was just general talk among the men.

By Trial Examiner MYERS:

Q. Were any of the officials there?

A. The workmen would just come to me, people, and say that it was just general talk all over the plant.

Q. Did you hear any officials of the company tell
3380 you or anybody else that the KEA was dissolved?

A. I don't remember that.

By Mr. ROSELL:

Q. Did the company ever post any bulletins that the KEA was being dissolved, that you know of?

A. I don't know.

Trial Examiner MYERS. Being dissolved or was dissolved?

By Trial Examiner MYERS:

Q. Or did they post any notices that the KEA was dissolved?

A. I don't know. As I say, it was general talk. I heard it was dissolved.

Q. Then all you know is from the general talk that you heard, is that right?

A. That is right, and it was announced at a meeting.

Q. What meeting?

A. I don't remember that. I know it was at a meeting they announced that it was dissolved.

Q. A meeting of what organization?

A. Well——

Mr. BAER. I will object to that. He did not say it was a meeting of any organization.

Trial Examiner MYERS. The objection is overruled.

By Mr. ROSELL:

Q. Will you answer the question, please?

A. A meeting of the workmen.

Q. Where?

3381 A. I don't remember where. I don't remember where it was.

Q. When?

A. I don't remember.

Q. Who was at the meeting?

A. I don't know who presided, even. I do know that it was a meeting of the workmen, but I don't remember anything further.

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Q. Who stated at the meeting that the KEA was dissolved?

A. I don't know.

Q. You don't remember who said it or when it was?

A. I don't know. I remember that it was general talk that it was dissolved and I remember being at a meeting.

By Trial Examiner MYERS:

Q. You told us that. You talked about a meeting. What about this meeting?

A. I do not remember much about it except that it was dissolved.

Q. Are you sure there was a meeting?

A. I am sure.

By Mr. ROSELL:

Q. Where was the meeting held?

A. You asked me that before. I don't remember.

By Trial Examiner MYERS:

Q. Well, it was held in a hall or on a baseball diamond?

A. I don't remember just where it was.

By Mr. ROSELL:

Q. Was it in the daytime or in the evening?

3382 A. I don't remember that.

Q. Do you know what happened to the treasury of the KEA?

A. No, I don't.

Q. Do you know what happened to the books and records of the KEA?

A. They were destroyed, I heard.

Q. Who told you that?

A. Some of the officials in the office.

Q. Who?

A. In the union, in the ISWA office.

Q. What officials?

A. I heard Bruce Hogue and different ones speak of it. There was a group of men there and I did not expect to be asked who all was in there, and I was satisfied that they were destroyed and I let it go at that.

Q. What satisfied you that they were destroyed?

A. What satisfied me?

Q. Yes.

A. Because they organized a new organization, the ISWA. They would not be using the old books in a new organization, surely.

Q. I merely asked you what satisfied you that the records were destroyed. How do you know that they were destroyed?

A. I did not see them destroyed.

3383 Q. Who told you they were destroyed?

A. I remember Bruce Hogue and some others speaking of it.

Q. Who else?

A. I don't know; I don't remember.

Q. Where did he tell you that?

A. In the office, in the Bartonville union hall.

Q. When did he tell you that?

A. I don't remember.

By Trial Examiner Myers:

Q. What union hall?

A. The ISWA hall.

Q. Which one?

A. We only have one there; I do not know what the number of it is there. It is in South Bartonville.

Q. Is that what they call Heitzman's Hall or is it the one over Kroeger's Baking Company?

A. It is near Kroger's.

Q. That is when he told you that?

A. I don't know which one it was in. I don't know whether it was that one or the other one. I know that it was in one of the union halls there.

Q. Was it in the office of the plant over the gate house?

A. No.

Q. What?

A. It was not over there.

Q. Were you ever in that place?

3384 A. The office at the plant?

Q. Yes, of the ISWA.

A. Where at?

Q. Over the gate house.

A. The ISWA in Bartonville, the ISWA was in Bartonville. That is where we held our meeting for that.

Q. I am talking about the office. Were you ever in the

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office of the Alliance when the Alliance had an office over the gate house?

A. I don't remember that.

Q. Were you ever in that office, the KEA's office?

A. I was a member of the KEA.

Q. Were you in the KEA office at any time?

A. I probably was, if I was a member of it. I do not remember.

By Mr. Rosell:

Q. Were you ever in the office of the Alliance over the gate house?

A. I don't remember.

Q. Did you know that the Alliance had offices over the gate house?

Mr. Barr. I will object to that. He said three times that he does not know about it.

Mr. Rosell. This is cross examination and I have a right to go into that.

Mr. Barr. Yes, but you cannot go on all day long.

3385 Mr. Rosell: You wish that I wouldn't.

Trial Examiner Myers: The objection is overruled.

Will the reporter read the question to the witness?

(Record read.)

The Witness: I don't remember that.

By Mr. Rosell:

Q. Who is your boss?

A. Earl Langenberg, who is the supervisor, and Orville Rarick okays my card, as foreman. He okays the card as foreman, Orville Rarick does.

Q. Do you work on one shift or do you swing?

A. On the day shift, one shift.

3390 Earl Seisler was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner Myers:

Q. What is your name?

A. Earl Seisler.

Q. Will you spell your last name for the record, please?

A. S-e-i-s-l-e-r.

Q. And where do you live, Mr. Seisler?
A. 1007 North Monroe.
Q. Is that in Peoria?
A. Yes, sir.
Trial Examiner MYERS: You may proceed, Mr. Baer. You may be seated, sir.

By Mr. BAER:

Q. Where do you work, Mr. Seisler?
A. Keystone Steel & Wire Company.
Q. How long have you worked at Keystone?
A. Twenty-three years.
A. Twenty-three years.

3394 Cross-examination by Mr. ROSELL:

Q. Do you know why the KEA was dissolved, Mr. Seisler?
A. No, sir.
Q. Have you ever been a committeeman of the ISWA?
A. No.
Q. Are you one now?
A. No.

Q. Did the company ever inform you that the
3395 KEA was dissolved?
A. No.
Q. Were you ever informed as to what happened to the treasury of the KEA?
A. No.
Q. Do you know what happened to the books and records of the KEA?
A. No.

3397 FRANK GETZ was called as a witness by and on behalf of the Respondent, having affirmed to tell the truth, the whole truth and nothing but the truth, was examined and testified as follows:

DIRECT EXAMINATION

Trial Examiner MYERS. Do you affirm that the testimony you will give in this proceeding will be the truth, the whole truth, and nothing but the truth?
The Witness: I do.

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By Trial Examiner MYERS:

Q. What is your name?

A. Frank Getz.

Q. Will you spell your last name for the record?

A. G-e-t-z.

Q. And where do you live, Mr. Getz?

A. Bartonville, Illinois.

3398 Trial Examiner MYERS. You may be seated, sir. You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed, Mr. Getz?

A. Keystone Steel & Wire Company.

Q. How long have you been employed there?

A. A little over twenty-five years.

3400 Cross-examination by Mr. ROSELL:

Q. Did the company ever advise you, Mr. Getz, that the KEA was dissolved?

A. No, sir.

Q. Were you ever told what happened to the treasury of the KEA?

A. Everybody said, the general talk was, that it was dissolved, and they were forming a new union.

Q. I asked you if you knew what happened to the treasury of the KEA.

A. It was dissolved.

Mr. BAER. Not the treasury.

By Mr. ROSELL:

Q. Do you know what the treasury is?

A. Oh, the treasury. No, I don't know.

By Trial Examiner MYERS:

Q. You don't know what happened to it?

A. No.

By Mr. ROSELL:

Q. Do you know what happened to the books

3401 and records of the KEA?

A. No, sir.

3402 By Trial Examiner MYERS:

Q. Were you ever a committeeman?

A. Yes, sir.

Q. Do you belong to the general committee?
A. I did.
Q. Of the Alliance?
A. Yes, sir.
Q. When did you belong?
A. A few years ago.
Q. Did you belong in 1937?
A. I think so.
Q. You were a member in 1937?
3403 A. Yes, sir.
Q. Is that right?
A. Yes, sir.
Q. How long—were you elected?
A. Yes, sir.
Q. When did you start serving as a member of the general committee?
A. How is that?
Q. When did you start serving as a member of the general committee?
A. It was that year, in about April of 1937.
Q. Did you attend a meeting where they discussed the dissolution of the KEA?
A. Yes, sir.
Q. What kind of a meeting was that?
A. They said that it would dissolve.
Q. I know, but what kind of a meeting was that? Was that a meeting of the general committee of the KEA?
A. Yes, sir.
Q. Were you a member of the KEA?
A. Yes, sir.
Q. And were you a member at the time it was dissolved?
A. Yes, sir.
Trial Examiner Myers. Do you have any further questions?
3404 By Mr. Rosell:
Q. What was said at that meeting why the KEA was being dissolved?
A. That a new union was going to be formed, the Independent Union.
Q. Who presided at that meeting?
A. I don't remember.

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Q. Well, do you know who was the chairman of the meeting?

A. Not for sure but I think it was Bruce Hogue.

3405 KARL MARTIG was called as a witness by and on behalf of the Respondent, having first duly affirmed to tell the truth, the whole truth and nothing but the truth, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. Do you affirm that the testimony you will give in this proceeding will be the truth, the whole truth and nothing but the truth?

A. I do.

Q. Will you state your name, sir?

A. Karl Martig.

Q. Is your first name spelled with a "K"?

A. Yes, sir.

Q. How do you spell your last name?

A. M-a-r-t-i-g.

Q. And where do you live, Mr. Martig?

A. 431 Chester Street, Peoria.

Trial Examiner MYERS. You may be seated, sir.

You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed, Mr. Martig?

A. Keystone Steel & Wire Company.

3406 Q. How long have you been employed at Keystone?

A. Thirty-one years.

3409 Cross-examination by Mr. ROSELL:

Q. Do you know why the KEA was dissolved?

A. Well, on account of the Wagner Act.

Q. What about the Wagner Act?

A. Well, there was a new law that came into effect and that was when the change was made on account of that fact.

Q. Now, do you mean that the change was made because a new law came in?

A. That is right.

Q. Did the new law come in, as far as you know, at about the time the change was made?

A. Yes.

Q. Now, were you ever advised by the company that the KEA was dissolved?

A. No.

Q. Were you ever told what happened to the treasury of the KEA?

A. No, I don't know anything about it.

Q. Do you know what happened to the books and records of the KEA?

A. No knowledge of it.

Q. Did you ever attend any general membership meeting at which the KEA was dissolved?

A. No.

3415 JOHN PEDEN was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?

A. John Peden.

Q. Will you spell your last name, please?

A. Peden, P-e-d-e-n.

Q. And where do you live, Mr. Peden?

A. Bartonville.

Trial Examiner MYERS. You may be seated, sir. You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed, Mr. Peden?

A. Keystone Steel & Wire Company.

Q. And how long have you been employed there?

A. About eleven years.

3419 Cross-examination by Mr. ROSELL:

Q. Mr. Peden, do you know why the KEA was dissolved?

A. No, I don't know that.

Q. Did the company ever inform you that the KEA was dissolved?

A. The company never did. It was the general talk that it had been dissolved.

Q. I am asking you if the company ever informed you that it was, that the KEA was dissolved?

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A. No, sir.

Q. Were you told what had happened to the treasury of the KEA?

A. No, sir.

Q. Do you know what happened to the books and records of the KEA?

A. No, sir.

Q. Did you attend any general membership meeting at which the KEA was dissolved?

3420 A. No, sir.

3424 DONALD MERCER was called as a witness by and on behalf of the Respondent, being first duly sworn, was examined and testified as follows:

3425 Direct examination by Trial Examiner MYERS:

Q. What is your name?

A. Donald Mercer.

Q. Will you spell your last name for the record, please?

A. M-e-r-c-e-r.

Q. Where do you live, Mr. Mercer?

A. Rural Route 1.

Q. Is that in Peoria?

A. Yes, sir, Peoria.

Trial Examiner MYERS. You may be seated, sir. You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed, Mr. Mercer?

A. At the nail mill of the Keystone Steel & Wire Company.

Q. How long have you been employed there?

A. It has been nine years the first of September.

3427 Cross-examination by Mr. ROSELL:

Q. Do you know why the KEA was dissolved?

A. No, sir, I don't.

3428 Q. Did the company advise you that the KEA was dissolved?

A. No, sir.

Q. Do you know what happened to the treasury of the KEA?

A. No, sir.

Q. Do you know what happened to the books and records of the KEA?

A. No, sir.

3430 ROY JORDAN was called as a witness by and on behalf of the Respondent, and having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?

A. Roy Jordan.

Q. Spell your last name, please?

A. J-o-r-d-a-n.

Q. And where do you live, Mr. Jordan?

A. Bartonville, Illinois.

Trial Examiner MYERS. You may be seated, sir.

You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed?

A. Keystone Steel & Wire Company.

Q. How long have you been employed there?

A. About seventeen years.

3433 Cross-examination by Mr. ROSELL:

Q. Do you know why the K. E. A. was dissolved?

A. I do not.

Q. Did the company inform you that the K. E. A. was dissolved?

A. No, sir.

Q. Do you know what happened to the treasury of the K. E. A.?

A. No, I don't.

3444 LEONARD NELSON was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name?

A. Leonard Nelson.

Q. Will you please spell your last name for the record?

A. N-e-l-s-o-n.

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Q. And where do you live, Mr. Nelson?

3445 A. San Jose.

Trial Examiner Myers. You may be seated, sir. You may proceed, Mr. Baer.

By Mr. Baer:

Q. Where are you employed, Mr. Nelson?

A. In the fabric department.

Q. Of what company?

A. Keystone Steel & Wire Company.

Q. And what do you do in the fabric department?

A. Straight and cut operator.

Q. How long have you been employed at Keystone?

A. Well, since I have been back the last time, I have been there fourteen years.

3449 Cross-examination by Mr. Rosell:

Q. Do you know why the K. E. A. was dissolved, Mr. Nelson?

A. Well, as far as I know it was a government ruling, that is all I know. I never heard much about it.

Q. Did the company advise you that the K. E. A. was dissolved?

A. No.

3452 James Hamilton was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner Myers:

Q. What is your name, sir?

A. James Hamilton.

Q. Will you spell your last name for the record, please?

A. H-a-m-i-l-t-o-n.

Q. Where do you live?

A. Green Valley.

Trial Examiner Myers. You may be seated, sir. You may proceed, Mr. Baer.

3453 By Mr. Baer:

Q. Where are you employed, Mr. Hamilton?

A. In the netting department of the Keystone Steel & Wire Company.

Q. How long have you been employed by the Keystone?

A. Oh, eleven years and a little bit.

3455 Cross-examination by Mr. Rosell:

Q. Do you know why the K. E. A. was dissolved?

A. Do I?

Q. Yes.

3456 A. Under the Wagner Act it had to dissolve, didn't it?

Q. At the time that it dissolved, did the company inform you that the K. E. A. was dissolved?

A. That I could not answer.

Q. Do you know why it dissolved at the time it did?

A. I could not answer that.

Q. Do you know what happened to the treasury of the K. E. A.?

A. No, sir.

Q. Do you know what happened to the books and records of the K. E. A.?

A. No, sir.

Q. Did you attend the general meeting of the membership of the K. E. A. at which it was dissolved?

A. I don't think so.

Q. Have you ever been an I. S. W. A. committeeman?

A. Yes, sir.

Q. Have you been a member of the general committee of the I. S. W. A.?

A. Yes, sir.

Q. When was the last time that you served?

A. 1943.

3457 Arvid Nelson was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner Myers:

Q. What is your name?

A. Arvid Nelson.

3458 Q. Will you spell out your full name?

A. A-r-v-i-d N-e-l-s-o-n.

Q. Where do you live, Mr. Nelson?

A. San Jose, Illinois.

Trial Examiner Myers. You may proceed, Mr. Baer.

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By Mr. Baer:

Q. Where are you employed, Mr. Nelson?

A. Keystone Steel & Wire Company.

Q. How long have you been employed by the Keystone?

A. A little over nine years.

3462 Cross-examination by Mr. Rosell:

Q. Do you know why the K. E. A. was dissolved, Mr. Nelson?

A. Well, as I understood it there was a government law passed at that time.

Q. What did you say?

A. I say, as I understood there was a government law passed at that time.

Q. A government law passed at what time?

A. At the time before it was dissolved.

Q. I cannot understand you. You say there was a government law passed?

A. I say, as I understood.

Q. Oh, that is your understanding?

A. Yes, sir.

3463 Q. Did the company ever advise you that the K. E. A. was being dissolved?

A. No, I can't say that they did.

Q. I did not hear your answer.

A. I believe not.

Q. Were you ever told what happened to the treasury of the K. E. A.?

A. No, sir.

Q. Do you know what happened to the books and records of the K. E. A.?

A. No, sir.

Q. Did you attend a general membership meeting at which the K. E. A. was dissolved?

A. No.

3464 Edward Olivier was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner Myers:

Q. What is your name, sir?

A. Edward Olivier.

Q. Will you spell your last name?
A. O-l-i-v-i-e-r.
Q. Where do you live, Mr. Olivier?
A. 614 Latrobe Street.
Q. Is that in Peoria?
A. Peoria, yes, sir.
Trial Examiner MYERS. You may be seated, sir.
You may proceed, Mr. Baer.

3465 By Mr. BAER:

Q. Where are you employed, Mr. Olivier?
A. An engineer at the Keystone Steel & Wire Company.
Q. In what department?
A. Steel mill.
Q. Over in the steel mill?
A. Yes, sir, a switchman and an engineer.
Q. How long have you been employed by the Keystone?
A. Fifteen years this August.

3467 Cross-examination by Mr. ROSELL:

Q. Mr. Olivier, do you know why the K. E. A. was dissolved?
A. No.
Q. Do you know what happened to the books and records of the K. E. A.?
A. No.
Q. Do you know what happened to the treasury of the K. E. A.?
A. No, sir.
Q. Did the company ever advise you that the K. E. A. was dissolved?
3468 A. No.

3471 WILLIAM TIMM was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name?
A. William Timm.
Q. Will you spell your last name?
A. T-i-m-m.
Q. And where do you live, Mr. Timm?

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A. 219 Charlotte, Pekin, Illinois.

3472 Trial Examiner MYERS. You may be seated, sir. You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed, Mr. Timm?

A. At the Keystone Steel & Wire Company.

Q. How long have you been employed by that company?

A. Well, the last time I have been there nine years.

Q. And how many years prior to that time did you work there?

A. Oh, I have worked there, well, about eighteen years off and on altogether you might say.

Q. What is the nature of your duties at Keystone?

A. I am a water tender on the waste heat boiler at the open hearth.

Q. Is that over at the steel mill?

A. Over at the steel mill.

Q. Were you ever a member of the K. E. A.?

A. Well, I don't remember that I was. I think there was something like that spoken about at one time but I don't just recall whether I was a member of it or not.

3475 Cross-examination by Mr. ROSELL:

Q. Do you know what the meaning of "dominate the administration" means?

3476 A. It just means they done away with it or something like that.

Q. Do you know why the K. E. A. was dissolved?

Trial Examiner MYERS. He said he was not sure whether he was a member of it or not.

The WITNESS. I don't remember whether I really was a member of it or not; I do not recall that far back. I might have been or I might not have been.

Q. Who is your boss?

A. Walter Kronquist.

Q. Anyone else?

A. Yes, we have three stationary engineers, our foremen on different shifts.

Q. Who are they?

A. One of them is Harry Taylor and Buck Stuart and John Danzeiser, and I cannot recall his first name, it is Tyler.

3477 By Trial Examiner MYERS:

Q. What is his last name?

A. Tyler.

By Mr. ROSELL:

Q. How long have you been on this job, did you say?

A. I have been on this job now going on five years.

Q. And how long has Tyler been your boss?

A. All that time.

Q. How about Stuart?

A. They have been right with me all the time.

Q. How about Taylor?

A. All of them have been right with me all the time.

By Trial Examiner MYERS:

Q. What is Taylor's first name?

A. Harry.

By Mr. ROSELL:

Q. How long has Danzeiser been on that job?

A. All the time I have been on that job he has been right there with me.

Q. Is that Lawrence Tyler that you are speaking of?

A. Yes, Lawrence Tyler, that is right.

By Trial Examiner MYERS:

Q. How long did you say he has been boss there?

A. I don't know how long he has been boss there. He has been boss there ever since I have been there.

By Mr. ROSELL:

Q. And is Buck Stuart's name Ralph Stuart?

A. Yes, Ralph.

3478 CLYDE KING was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?

A. Clyde King.

Q. How do you spell your last name?

A. K-i-n-g.

Q. Where do you live, Mr. King?

A. 111 Rosaria Avenue, Bartonville.

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Trial Examiner MYERS. You may be seated, sir. You may proceed, Mr. Baer.

3479 By Mr. BAER:

Q. Where are you employed, Mr. King?

A. Keystone Steel & Wire Company.

Q. How long have you been employed by the Keystone?

A. Oh, about nine years.

3481 Trial Examiner MYERS. Kindly proceed.

Cross-examination by Mr. ROSELL:

Q. Mr. King, do you know why the K. E. A. was dissolved?

A. No, I don't.

Q. Did the company ever advise you that the K. E. A. was dissolved?

A. No.

Q. Do you know what happened to the treasury of the K. E. A.

A. No.

Q. Do you know what happened to the books and records of the K. E. A.?

A. No, I don't.

Q. Did you attend the general meeting of the K. E. A. at which it was dissolved?

A. No.

3483 JOSEPH MEDVESKY was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?

A. Joseph Medvesky.

Q. Will you spell your last name?

A. M-e-d-v-e-s-k-y.

Q. Where do you live, sir?

A. 5910 South Madison, Bartonville.

Trial Examiner MYERS. You may be seated, sir. You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed, Mr. Medvesky?

A. Keystone Steel & Wire Company.

Q. And how long have you been employed by the Keystone?

A. Nine years.

3486 Cross-examination by Mr. Rosell:

Q. Do you know why the K. E. A. was dissolved?

A. No.

Q. Did the company advise you that the K. E. A. was dissolved?

A. No.

Q. Do you know what happened to the treasury of the K. E. A.?

A. No.

Q. Do you know what happened to the books and records of the K. E. A.?

A. No.

Q. Did you attend the general membership meeting at which the K. E. A. was dissolved?

A. No.

Q. How do you know it was dissolved?

A. Well, according to the papers it was illegal.

Q. What papers?

A. Newspapers.

Q. What was illegal about it?

A. Because that union was dominated, they claimed it was dominated by the management where I worked at.

3487 Trial Examiner Myers. You read that in the newspapers?

The Witness. They claimed it was that.

By Mr. Rosell:

Q. Who claimed that?

A. Well, by the big organizations, the C. I. O. or all them guys that said it was.

Q. When?

A. Well, in the newspapers, which you read it was, or when it was.

Q. They said the K. E. A. was illegal, the C. I. O.?

A. Well, I would not say for sure if they said it, but I think I read it in the papers years ago.

Q. And what did you read in the papers years ago?

A. Oh, I can't remember what it was.

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Q. Well, as best you can remember?
A. That the union that they had at the Keystone, the thing was dominated by the management there.
Q. How many years ago did you read that?
A. Well, maybe six years or seven years ago.
Q. And was that at the time that the Alliance was formed?
A. Something like that.
Q. Had it just become illegal, is that what you read?
A. I don't remember.
Q. How did you find out? Did you find out in any other way that the K. E. A. had dissolved?

3488 A. Just what I said right now, it was on account of the Wagner Act or something like that, that I heard right now.

Q. Before you came up here did you know why?
A. Well, like I told you before I read it in the papers years ago that the union was dominated by the management there.

3491 HOWARD EGGERS was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name, please?
A. Howard Eggers.
Q. Will you spell your last name, please?
A. E-g-g-e-r-s.
Q. Where do you live, Mr. Eggers?
A. 1507 Smith Street, Peoria.
Trial Examiner MYERS. You may be seated, sir. You may proceed, Mr. Baer.

By Mr. BAER:

Q. Mr. Eggers, where are you employed?
A. Keystone Steel & Wire Company.
Q. How long have you been employed there?
A. Eleven years.

By Mr. ROSELL:

Q. How many years?
(Record read.)

By Mr. Baer:

Q. What are your duties at the Keystone?

A. Nail machine helper.

Q. Were you ever a member of the K. E. A., Mr. Eggers?

3492 A. Yes, sir.

Q. And do you know what happened to that organization?

A. It was dissolved.

Q. Are you a member of the Independent Steel Workers Alliance?

A. Yes, sir.

Q. Do you know when you joined that organization?

A. In April of 1937.

Q. At the time that you joined the Alliance did you know that the K. E. A. had been dissolved?

Mr. Rosell. I will object to that.

Trial Examiner Myers. The objection is overruled.

The Witness. No, I did not.

3494 Earl Becker was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

3495 Direct examination by Trial Examiner Myers:

Q. What is your name, sir?

A. Earl Becker.

Q. Where do you live?

A. 804 Winter Street, Pekin, Illinois.

Trial Examiner Myers. You may be seated, sir. You may proceed, Mr. Baer.

By Mr. Baer:

Q. Where are you employed, Mr. Becker?

A. Keystone Steel & Wire Company.

Q. In what department?

A. In the netting department.

Q. How long have you been employed there?

A. Sixteen or seventeen years.

Q. And what are your duties in the netting department?

A. Operator of a netting machine.

Q. How long have you been in that department?

A. Well, in the fence and netting, that was combined

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at one time, and I was a fence machine operator and netting machine operator.

Q. Mr. Becker, were you ever a member of the K. E. A.?

A. Yes, sir.

Q. Do you know what happened to that organization?

A. I understand that it was dissolved; I was not at the meeting.

Q. Are you a member of the Independent Steel
3496 Workers Alliance?

A. Yes, sir.

Q. When did you join that organization?

A. Whenever it was formed; I cannot remember.

Q. To the best of your recollection do you remember what year it was?

A. I don't know that.

Q. At the time that you joined the Alliance did you know that the K. E. A. had been dissolved?

Mr. ROSELL. Objection.

Trial Examiner MYERS. I do not know how he can testify to that, Mr. Baer, when he said he was not sure whether the K. E. A. was dissolved or something like that.

Mr. BAER. Mr. Examiner, I do not believe that is his testimony.

Trial Examiner MYERS. All right. I will overrule the objection.

The WITNESS. I don't know why I would know. I have never had any information to the status of that organization as to whether it had been dissolved. We went right on from one to the other and I did not pay any attention to it.

3513–3516 GLENN BYRNE was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?

A. Glenn Byrne.

Q. Now, wait just a moment. There are a lot of people around here and we will wait until they get settled.

Now, will you spell your last name for the record, please?

A. B-y-r-n-e.

Q. And where do you live, Mr. Byrne?

3517 A. Bartonville, Illinois.

Trial Examiner MYERS. You may be seated, sir. You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed, Mr. Byrne?

A. At the Keystone Steel & Wire Company.

Q. Will you speak up loudly? It is very hard to hear. How long have you been employed by Keystone?

A. For almost eleven years.

Q. And are your duties—what are your duties, Mr. Byrne?

A. Nail machine helper operator.

Q. Were you ever a member of the K. E. A.?

A. Yes, sir.

Q. Do you know what happened to that organization?

A. No, I don't.

3520 LOUIS HERMAN was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?

A. Louis Herman.

Q. How do you spell your last name?

A. H-e-r-m-a-n.

Q. Where do you live, Mr. Herman?

A. Sparlow.

Trial Examiner MYERS. You may be seated, sir.

3521 You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed, Mr. Herman?

A. Keystone Steel & Wire Company.

Q. How long have you been employed at the Keystone?

A. Nineteen years in November.

3524 Cross-examination by Mr. ROSELL:

Q. Mr. Herman, do you know why the K. E. A. was dissolved?

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A. I think it was a ruling of the government that each man has a right to belong to an individual union or no union at all, as far as that goes.

Q. Is that why the K. E. A. was dissolved?

3525 A. Well, it was dissolved to form another union.

Q. What is that?

A. I think it was dissolved to form another union.

Q. What union?

A. Of our own choice.

Q. What union was that?

A. The I. S. W. A.—I chose the I. S. W. A.

Q. What prompted the dissolution of the K. E. A.?

A. What what?

Q. Why did they dissolve the K. E. A.?

A. I don't know.

Q. Do you know what happened to the treasury of the K. E. A.?

A. No.

Q. Do you know what happened to the books and records of the K. E. A.?

A. I don't.

Q. Did you attend any general membership meeting at which it was dissolved?

A. No, I did not.

Q. Did the company advise you that the K. E. A. was dissolved?

A. No, sir.

Trial Examiner Myers. Did you get an answer, Mr. Reporter?

(Record read.)

By Mr. Rosell:

3526 Q. On what do you base your knowledge as to the company's attitude as to the joining of unions?

A. I have no knowledge on the company's attitude, other than my own.

3532 Raymond Barker was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner Myers:

Q. What is your name, sir?

A. Raymond Barker.

3533 Q. Will you spell your last name for the record, please?
A. B-a-r-k-e-r.
Q. And where do you live, Mr. Barker?
A. 113 Harrison Street, Bartonville.
Trial Examiner MYERS. You may be seated, sir.
You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed, Mr. Barker?
A. Keystone Steel & Wire Company.
Q. And how long have you been employed there?
A. Twenty-three and one-half years, a little over.
Q. And what are your duties at the Keystone?
A. Wire drawer.
Q. Were you ever a member of the K. E. A.?
A. I was.
Q. Do you know what happened to that organization?
A. No, I don't.

3537-3538 Cross-examination by Mr. ROSELL:

Q. Have you ever been a committeeman under the Alliance?
A. I was under one term.
Q. When was that?
A. It was in 1941 or 1942. I don't remember which it was.
Q. Were you a member of the general committee?
A. I was chairman of the department and I was a member of the general committee.

3547 RALPH EWERS was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?
A. Ralph Ewers.
Q. Will you spell your last name, please, for the record?
A. E-w-e-r-s.
Q. Where do you live, Mr. Ewers?
A. 108 Franklin, Bartonville.
Trial Examiner MYERS. You may be seated, sir.
3548 You may proceed, Mr. Baer.

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By Mr. BAER:

Q. Where are you employed, Mr. Ewers?
A. Keystone Steel & Wire Company.
Mr. CHAMPION. I cannot hear you.
Mr. BAER. Will you talk louder, please?
A. Keystone Steel & Wire Company.

By Mr. BAER:

Q. And how long have you been employed there?
A. Seventeen years.
Q. And what are your duties at the Keystone?
A. Wire drawer.
Q. Were you ever a member of the K. E. A.?
A. Yes, sir.
Q. Do you know what happened to that organization?
A. No, I don't.

3552 FRED SIEWERT was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?
A. Fred Siewert.
Q. Will you spell your last name for the record, please?
A. S-i-e-w-e-r-t.
Q. Where do you live, sir?
A. 331 Faraday.
Q. Is that in Peoria?
A. That is in Peoria.
Trial Examiner MYERS. You may be seated, sir.
You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed, Mr. Siewert?
A. Keystone Steel & Wire Company.
Q. How long have you been employed by the Keystone?
A. In August, it will be twenty-four years.
Q. What are your duties at the Keystone?
A. Keg repair man.
3553 Q. Were you ever a member of the K. E. A.?
A. Yes, sir.
Q. Do you know what happened to that organization?
A. No, I don't.

3556 JOHN ELMORE was called as a witness by and on behalf of the Respondent, having been duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?

A. John Elmore.

Q. Will you spell your last name for the record?

A. E-l-m-o-r-e.

Q. Where do you live, Mr. Elmore?

A. 507 Crouse Avenue, Peoria.

Trial Examiner MYERS. You may be seated, sir. You may proceed, Mr. Baer.

3557 By Mr. BAER:

Q. Where are you employed, Mr. Elmore?

A. Keystone Steel & Wire Company.

Q. How long have you been employed by the Keystone?

A. Twenty-four and one-half years.

3560 Cross-examination by Mr. ROSELL:

Q. Mr. Elmore, do you know why the K.E.A. was dissolved?

A. Why, the Wagner Act outlawed the company unions.

Q. How long had the K. E. A. been outlawed prior to its dissolution?

A. I don't know that.

Q. Were you a committeeman under the K. E. A., when the K. E. A. dissolved?

A. Yes, I believe I had one year in the K. E. A.

Q. When was that?

A. 1936.

By Trial Examiner MYERS:

Q. You mean from 1936 to 1937?

A. Yes, sir.

Q. Were you a committeeman at the last—the last committeeman to be elected, one of the last?

A. One of the last group, yes, sir.

Q. And have you been a committeeman under the I. S. W. A.?

A. Yes, sir.

Q. Are you one now?

A. Yes, sir.

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Q. How many times have you been a committeeman under the I. S. W. A.?

A. I have been on the whole period of the I. S. W. A.

Q. Ever since its formation?

3561 A. Yes, sir.

Q. And have you served as a member of the standing committees of the I. S. W. A.?

A. I have.

By Mr. Rossell:

Q. And on what do you base your knowledge as to what the company's attitude is or was with respect to joining unions?

A. Well, they never interfered, as far as I know, they never approached me in any way.

Q. Did the company advise you of its attitude?

A. No.

Q. Do you know what happened to the treasury of the K.E.A.?

A. No, I don't.

Q. Do you know what happened to the books and records of the K. E. A.?

A. No, sir.

Q. Did you attend the general membership meeting at which the K. E. A. was dissolved?

A. I think I was there; I do not remember much about it.

Q. You were where?

A. At the meeting.

Q. What meeting?

A. Where the K. E. A. was dissolved.

Q. Where was this meeting held?

A. Well, the one I remember about was over at the steel plant.

3562 Q. Who was at that meeting?

A. Well, I don't know, the general committee was there.

Q. Of which organization?

A. Of the K. E. A.

Q. And what was done at this meeting?

A. I don't remember all that went on. To the best of my knowledge, they picked out a name for the new organi-

zation, they said that the old one would be dissolved, and that is about all I remember about it.

Q. Who presided at that meeting?

A. I believe Mr. Hogue.

By Trial Examiner Myers:

Q. Which Hogue?

A. Bruce.

Q. Was this a meeting of the membership or the general committee?

A. To my knowledge, it was the general committee that day.

Mr. Rosell. May I have Board's Exhibit No. 20, please? (Document handed to counsel.)

By Mr. Rosell:

Q. Now, of what department were you a representative, that is, a committeeman under the K. E. A.?

A. Drawing room.

Q. Now, you were a committeeman at the time the K. E. A. was dissolved?

A. Yes, sir.

Q. Who were the members of the committee with
3563 you, for the drawing department, at the time that the K. E. A. dissolved?

A. Mike Sigmund, I believe, and Herbert Moore, that is the best I can remember.

Q. Do you know whether Walter Phillips was?

A. Walter Phillips was a member the next year; I am not so sure about it.

Q. Do you know who was department committeeman for the machine shop under the K. E. A. at the time that it dissolved?

A. No, I don't.

Q. Do you know whether Earl Lowman was?

A. I think Earl Lowman was secretary-treasurer.

By Trial Examiner Myers:

Q. Was he present at that meeting?

A. I don't remember, sir.

By Mr. Rosell:

Q. Do you know whether Harry James was a committeeman of the machine shop?

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Mr. CHAMPION. Of what?

Mr. ROSELL. Of the K. E. A. at the time it dissolved.

A. I know that Harry James was a committeeman at times, but I don't know whether he was at that meeting or not. I could not say.

3567 CLIFFORD CHRESTENSON was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?

A. Clifford Chrestenson.

Q. How do you spell your last name?

A. C-h-r-e-s-t-e-n-s-o-n.

Q. Where do you live, sir?

A. 228 Westmoreland, Peoria.

Trial Examiner MYERS. You may be seated, sir. You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed, Mr. Chrestenson?

A. Keystone Steel & Wire Company.

Q. How long have you been employed there?

A. Going on ten years.

Q. And what are your duties?

A. I am a wire bundler.

By Mr. ROSELL:

Q. Wire what?

A. Wire bundler.

3568 By Mr. BAER:

Q. Were you ever a member of the K. E. A.?

A. Yes, sir, I was.

Q. Do you know what happened to that organization?

A. No, I don't.

3572 ROBERT PARR was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

3573 Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?

A. Robert Parr.

Q. Will you spell your last name for the record, please?
A. P-a-r-r.
Q. Where do you live, Mr. Parr?
A. 5912 Monroe Street.
Q. Is that in Peoria?
A. No, that is in Bartonville.
Trial Examiner MYERS. You may be seated, sir. You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed, Mr. Parr?
A. Keystone Steel & Wire Company.
Q. How long have you been employed there?
A. Twenty-four years.
Q. What are your duties, Mr. Parr, at the plant?
A. I am a loader in the shipping department.
Q. Were you ever a member of the K. E. A.?
A. Yes, sir.
Q. Do you know what happened to that organization?
A. No, sir.

3623 ARLYN LIVENGOOD was called as a witness by and on behalf of the respondent, having been first duly sworn, was examined and testified as follows:

3624 Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?
A. Arlyn Livengood.
Q. Will you spell your full name, please?
A. A-r-l-y-n L-i-v-e-n-g-o-o-d.
Q. Where do you live, Mr. Livengood?
A. 6213 South Adams, Bartonville.
Trial Examiner MYERS. You may be seated, sir. You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed, Mr. Livengood?
A. Keystone Steel & Wire Company.
Q. And how long have you been employed there?
A. Going on eleven years.
Q. And what are your duties at the Keystone?
A. I am a blocker in the patenting department.

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Q. Were you ever a member of the KEA?
A. Yes, sir.
Q. Do you know what happened to that organization?
A. No, sir.

3627 BRUCE POLHEMUS was called as a witness by and behalf of the Respondent, and having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?
A. Bruce——
Q. Will you face the official reporter and please spell your last name?
A. P-o-l-h-e-m-u-s.
Q. And where do you live, Mr. Polhemus?
A. Hanna City, Illinois.

3628 Trial Examiner MYERS. You may be seated, sir. You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed, Mr. Polhemus?
A. Keystone Steel & Wire Company.
Q. How long have you been employed there?
A. A little better than ten years.
Q. And what are your duties there?
A. Reeler and blocker.
Q. That is over in the wire mill?
A. In the patenting department of the wire mill.
Q. Were you ever a member of the KEA?
A. Yes, sir.
Q. Do you know whether or not that organization was ever dissolved?

Mr. ROSELL. I will object to that.

Trial Examiner MYERS. The objection is overruled.

The WITNESS. As far as I know, it was.

3632 Cross-examination by Mr. ROSELL:

Q. Mr. Witness, do you know why the KEA was dissolved?
A. No, I do not.
Q. Did the company ever inform you that the KEA was dissolved?
A. No, sir.

Q. Do you know what happened to the treasury of the KEA?

A. No, sir.

Q. Do you know what happened to the books and records of the KEA?

A. No, sir.

Q. Did you attend any general membership meeting at which the KEA was dissolved?

A. No, sir.

Q. How did you know it was dissolved?

A. This other union came along and we just figured that it was through, that other one.

3636 MILFERD STRUBHAR was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?

3637 A. Milferd Strubhar.

Q. Will you turn and face the official reporter and spell your last name, please?

A. S-t-r-u-b-h-a-r.

Q. And how do you spell your first name?

A. M-i-l-f-e-r-d.

Q. Where do you live, Mr. Strubhar?

A. 1009 North Third Street, Pekin, Illinois.

Trial Examiner MYERS: Off the record.

(Discussion off the record.)

Trial Examiner MYERS. On the record.

You may proceed, Mr. Baer.

By Mr. BAER:

Q. Mr. Strubhar, where are you employed?

A. Keystone Steel & Wire Company.

Q. How long have you been employed there?

A. I have been employed there for ten years, since 1934.

Q. And have you worked there ever since?

A. Yes, I have.

Q. What is the nature of your duties there?

A. I work in the shipping department and load cars.

Q. Were you ever a member of the KEA?

A. I don't think I was.

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3640 JOHN MELLING, Jr., was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?
A. John Melling, Jr.
Q. Is it John W. Melling?
A. John Melling, just John Melling, Jr.
Q. Will you please spell your last name for the record?
A. M-e-l-l-i-n-g.
Q. Where do you live, Mr. Melling?
A. 3525 South Adams.
3641 Q. Is that in Peoria?
A. That is in Peoria.
Trial Examiner MYERS. You may be seated, sir.
You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed, Mr. Melling?
A. Keystone Steel & Wire Company.
Q. How long have you been employed there?
A. Going on eleven years.
Q. What are your duties with the Keystone?
A. In the shipping department.
Q. Were you ever a member of the KEA?
A. Yes, sir.
Q. Did you ever hear what happened to that organization?
A. No, sir.
Q. Do you know whether or not it was ever dissolved?
A. No, sir.

3645 Cross-examination by Mr. ROSELL:

Q. Mr. Melling, who is the boss in your department?
A. Jack Melling.
Q. Are you related to him?
A. He is my dad.

3646 WALTER HIGGINS was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?
A. Walter Higgins.
Q. Will you spell your last name for the record, please?
A. H-i-g-g-i-n-s.
Q. Where do you live, Mr. Higgins?
A. 111 Garfield Avenue, Bartonville.
Trial Examiner MYERS. You may be seated, sir.
You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed, Mr. Higgins?
A. Keystone Steel & Wire Company.
Q. How long have you been employed there?
A. Twenty-five years.
Q. And what is the nature of your work at the company?
A. I work in the shipping department.
Q. Were you ever a member of the KEA?
A. Yes, sir, I was.

3647 Q. Do you know whether or not the KEA was ever dissolved?

Mr. ROSELL: I will object to that.
Trial Examiner MYERS: The objection is overruled.
The Witness: No, I cannot say that I did.

3650 RALEIGH NATION was called as a witness by and on behalf of the respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?
A. Raleigh Nation.
Q. Will you spell your full name for the record, please?
A. R-a-l-e-i-g-h N-a-t-i-o-n.
Q. Where do you live, sir?
A. Route 3.
Q. Is that in Peoria?
A. Peoria, Illinois.

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Trial Examiner MYERS. You may be seated, sir. You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed, Mr. Nation?
A. Keystone Steel & Wire Company.
Q. How long have you been employed there?
A. Twenty-one years.
Q. What are your duties there?
A. I am in the shipping department.
Q. Were you ever a member of the KEA?
A. Yes, sir.
Q. Do you know whether or not that organization was ever dissolved?

3651 Mr. ROSELL. I will object to that.

Trial Examiner MYERS. The objection is overruled.

The WITNESS. No, I don't.

By Mr. BAER:

Q. Do you know what happened to it?
The WITNESS. No, I don't.

3655 CLYDE KNOTT was called as a witness by and on behalf of the respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?
A. Clyde Knott.
Q. Will you spell your full name, please?
A. C-l-y-d-e K-n-o-t-t.
Q. And where do you live, Mr. Knott?
A. Rural Route 1, Peoria.
Trial Examiner MYERS. You may be seated, sir. You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed, Mr. Knott?
A. Keystone Steel & Wire Company.
Q. How long have you been employed there?
A. Just about eleven years.
Q. What are your duties?
A. I work as a nail galvanizer.

By Trial Examiner Myers:

Q. Will you talk up please, Mr. Witness?

3656 A. I say, I work as a nail galvaniser.

By Mr. Baer:

Q. Were you ever a member, Mr. Knott, of the KEA?

A. Yes, sir.

Q. Do you know whether or not the KEA was ever dissolved?

Mr. Rosell. I will object to that.

Trial Examiner Myers. The objection is overruled.

The Witness. No, sir.

By Mr. Baer:

Q. Did you ever hear that it had been dissolved?

Mr. Rosell. I will object to that.

Trial Examiner Myers. The objection is overruled.

The Witness. No, sir.

3659 Oscar Bayless was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner Myers:

Q. What is your name, sir?

A. Oscar Bayless.

Q. Will you spell your last name, please?

A. B-a-y-l-e-s-s.

Q. Where do you live, Mr. Bayless?

3660 A. 2407 Prospect Road.

Q. Is that in Peoria?

A. Peoria Heights.

Trial Examiner Myers. Very well, sir. You may be seated.

Will you kindly keep your voice up like you have been doing, and we will get along very well?

You may proceed, Mr. Baer.

By Mr. Baer:

Q. Where are you employed, Mr. Bayless?

A. Keystone Steel & Wire Company.

Q. How long have you been employed by the Keystone?

A. Twenty-one years.

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Q. And what are your duties at the Keystone?
A. I am a wire drawer.
Q. Were you ever a member of the KEA?
A. Yes, sir.
Q. Do you know whether or not the KEA was ever dissolved?
Mr. Rosell. I will object to that.
Trial Examiner Myers. The objection is overruled.
The Witness. I don't know anything about it.

3663 Cross-examination by Mr. Rosell:

Q. Mr. Bayless, are you a member of the general committee of the ISWA?
A. No, sir.
Q. Are you a committeeman of the ISWA?
A. No, sir.
Q. Have you ever been a committeeman?
A. At one time, yes.
Q. When was that?
A. Well, I cannot recall this, it has been on to five years ago.
Q. From what department?
A. The drawing department.

3664 Karl Niekirk was called as a witness by and on behalf of the respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner Myers:

Q. What is your name, sir?
A. Karl Niekirk.
Q. Is your first name spelled with a "C" or a "K"?
A. "K".
Q. How do you spell your last name, please?
A. N-i-e-k-i-r-k.
Q. And where do you live, sir?
A. 1312 South Eighth Street, Pekin, Illinois.
Trial Examiner Myers. You may be seated, sir.
Q. You may proceed, Mr. Baer.

By Mr. Baer:

Q. Where are you employed, Mr. Niekirk?
A. Keystone Steel & Wire Company.
3665 Q. And how long have you been employed there?

A. Eleven years the 7th of July.
Q. What are your duties at Keystone?
A. Nail machine operator and helper.
Q. In what department?
A. In the nail mill.
Q. Were you ever a member of the KEA?
A. Yes, sir.
Q. Did you ever hear that the KEA had been dissolved?
Mr. Rossell. I will object to that.
Trial Examiner Myers. The objection is overruled.
The Witness. No, I did not.

3668 Earl Lighter was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner Myers:

Q. What is your name, sir?
A. Earl Lighter.
Q. Will you spell your last name for the record, please?
A. L-i-g-h-t-e-r.
Q. Where do you live, Mr. Lighter?
A. 126 State Street, Pekin.
Trial Examiner Myers. You may be seated, sir.
You may proceed, Mr. Baer.

By Mr. Baer:

Q. Where are you employed, Mr. Lighter?
A. Keystone Steel & Wire Company.
Q. And how long have you been employed there?
A. Twenty-three years and six months.
Q. What is the nature of your duties there?
A. I am a fence weaver.
Q. That is over in the wire mill?
A. In the fence department, yes, sir.
Q. Are you a member of any labor organization at the present time?
A. Yes, sir.
3669 Q. Will you name that organization?
A. The ISWA.
Q. When did you join that organization?
A. In 1937.

BLEED THROUGH – POOR COPY

Q. In 1937?
A. Yes, sir.
Q. Do you know of anything that the company ever did or failed to do that in any way influenced you or caused you to join the Alliance?
A. No, sir.
Mr. Rosell. Objection.
Trial Examiner Myers. Overruled.

By Mr. Barr:

Q. The answer is, "No, sir"?
A. No, sir.
Q. In so far as the management of the company is concerned, what is your present understanding with reference to your right to join or not to join any labor organization?
Mr. Rosell. I will object to that, Mr. Examiner?
Trial Examiner Myers. The objection is overruled.
The Witness. Well, you can join any union you want to.

By Mr. Barr:

Q. And did you have that understanding at the time that you joined the Alliance?
Mr. Rosell. I will object to that, Mr. Examiner.
Trial Examiner Myers. The objection is overruled.
The Witness. Yes, sir.

3670 By Mr. Barr:

Q. As far as the management is concerned, have you always felt yourself free to join or not to join any labor organization without fear of being discriminated against?
Mr. Rosell. Objection.
Trial Examiner Myers. Overruled.
The Witness. Yes, sir.

By Mr. Barr:

Q. Did the company ever to your knowledge at any time dominate or interfere with the administration or the affairs of the Alliance?
Mr. Rosell. I will object to that.
Trial Examiner Myers. The objection is overruled.
The Witness. No, sir.

By Mr. Barr:

Q. Mr. Lighter, what is the bargaining agent of your choice?

Mr. Rosell. I will object to that.

Trial Examiner Myers. I will sustain the objection.

Mr. Baer. If this witness were permitted to answer that question, his answer would be, "ISWA."

Trial Examiner Myers. I will stand by my original ruling and reject the offer.

Mr. Baer. You may cross examine.

Trial Examiner Myers. Do you have any questions, Mr. Rosell?

Mr. Rosell. No questions.

3671 John Loeffel was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner Myers:

Q. What is your name, sir?

A. John Loeffel.

By Mr. Baer:

Q. Where are you employed, Mr. Loeffel?

3672 A. Keystone Steel & Wire Company.

Q. How long have you been employed there?

A. Approximately about eighteen years.

Q. What are your duties at the Keystone?

A. I am a fence weaver.

Q. Were you ever a member of the KEA?

A. Yes, sir.

Q. Do you know what happened to that organization?

A. No, I don't.

3677 Milo Largent was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner Myers:

Q. What is your name, sir?

A. Milo Largent.

Q. Will you spell your full name, please?

A. M-i-l-o L-a-r-g-e-n-t.

Q. Where do you live, sir?

A. Hanna City, Rural Route 1.

Trial Examiner Myers. You may proceed, Mr. Baer.

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By Mr. BAER:

Q. Where are you employed, Mr. Largent?

A. Keystone Steel & Wire Company.

3678 Q. And how long have you been employed by the Keystone?

A. Going on eleven years.

Q. What are your duties at Keystone?

A. I am a wire bundler.

Q. A wire drawer?

A. No, sir, a wire bundler.

Q. On the wire mill side?

A. On the wire mill side.

Q. Are you a member of any labor organization?

A. Yes, sir.

Q. Will you name that organization?

A. The ISWA.

Q. When did you join the Alliance?

A. In 1937.

Q. Do you know of anything that the company has ever done or failed to do that in any way influenced you or caused you to join the Alliance?

Mr. ROSELL. I will object to that.

Trial Examiner MYERS. The objection is overruled.

The WITNESS. No.

By Mr. BAER:

Q. In so far as the management is concerned, what is your understanding with reference to your right to join or not to join any labor organization as you see fit?

Mr. ROSELL. Objection.

Trial Examiner MYERS. Overruled.

3679 The WITNESS. I feel that I got a right to join any union I want to join.

By Mr. BAER:

Q. And did you have that same understanding at the time that you joined the Alliance?

Mr. ROSELL. I will object.

Trial Examiner MYERS. The objection is overruled.

The WITNESS. Yes, sir.

By Mr. BAER:

Q. As far as the company is concerned, have you always

felt yourself free to join or not to join any labor organization without fear of being discriminated against?

Mr. ROSELL. Objected to.

Trial Examiner MYERS. Overruled.

The WITNESS. Yes.

By Mr. BAER:

Q. Did the company ever to your knowledge at any time dominate or interfere with the administration of the Alliance?

Mr. ROSELL. I will object.

Trial Examiner MYERS. Overruled.

The WITNESS. Not that I know of.

By Mr. BAER:

Q. Mr. Largent, what is the bargaining agent of your choice?

Mr. ROSELL. I will object to that, Mr. Examiner.

Trial Examiner MYERS. I will sustain the objection.

Mr. BAER. If this witness were permitted to answer that question, his answer would be, "ISWA."

3680 Trial Examiner MYERS. The same ruling. I will reject the offer.

Mr. BAER. That is all; you may cross examine.

Trial Examiner MYERS. Do you have any cross examination, Mr. Rosell?

Mr. ROSELL. No questions.

3683 HUBERT HENDRIX was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

3684 Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?

A. Hendrix.

Q. What is your first name, sir?

A. Hubert.

Q. Will you spell your last name for the record, please?

A. H-e-n-d-r-i-x.

Q. And where do you live, sir?

A. CMR 83, Peoria.

Trial Examiner MYERS. You may be seated, sir. You may proceed, Mr. Baer.

BLEED THROUGH – POOR COPY

By Mr. Baer:

Q. Where are you employed, Mr. Hendrix?
A. Keystone Steel & Wire Company.
Q. And how long have you been employed there?
A. Well, about seventeen years altogether.
Q. What are your duties at the Keystone?
A. I am a wire bundler.
Q. Are you a member of any labor organization?
A. Yes, sir.
Q. Which one?
A. The ISWA.
Q. When did you join the Alliance?
A. 1937.
Q. Do you know of anything that the company has ever done or failed to do that influenced you in any way or caused you to join the Alliance?
3685 Mr. Rosell. I will object to that.
Trial Examiner Myers. The objection is overruled.
The Witness. No, sir.

By Mr. Baer:

Q. In so far as the management is concerned, what is your understanding with reference to your right to join or not to join any labor organization as you see fit?
Mr. Rosell. Objection.
Trial Examiner Myers. Overruled.
The Witness. I have a right to join anything that I feel I would like to join.

By Mr. Baer:

Q. That you see fit to join?
A. Yes, sir.
Q. Was that your understanding at the time you joined the Alliance?
Mr. Rosell. Objection.
Trial Examiner Myers. Overruled.
The Witness. Yes, sir.

By Mr. Baer:

Q. As far as the management is concerned, have you always felt yourself free to join or not to join any labor organization without fear of being discriminated against?

Mr. ROSELL. Objected to, Mr. Examiner.
Trial Examiner MYERS. I will overrule the objection
The WITNESS. Yes, sir.

By Mr. BAER:

Q. Did the company ever to your knowledge at any time dominate or interfere with the administration of
3686 the Alliance?

Mr. ROSELL. I will object.
Trial Examiner MYERS. Overruled.
The WITNESS. No, sir.

By Mr. BAER:

Q. What is the bargaining agent of your choice?
Mr. ROSELL. Objection.
Trial Examiner MYERS. I will sustain the objection.
Mr. BAER. If this witness were permitted to answer that question, his answer would be, "ISWA."
Trial Examiner MYERS. I will stand by my ruling and reject the offer.
Mr. BAER. That is all.
Trial Examiner MYERS. Do you have any questions, Mr. Rosell?
Mr. ROSELL. No questions.
Trial Examiner MYERS. Mr. Champion, do you have any questions?
Mr. CHAMPION. No, sir, Mr. Examiner.
Trial Examiner MYERS. You are excused, sir. Thank you.
(Witness excused.)
Trial Examiner MYERS. Will you call your next witness, please, Mr. Baer?
Mr. BAER. At this time I will call Mr. Darst to the witness stand.

3687 CHARLES DARST was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?
A. Charles Darst.
Q. Will you spell your last name, please?

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A. D-a-r-s-t.
Q. Where do you live, Mr. Darst?
A. 6516 South Adams, Bartonville.
Trial Examiner MYERS. You may be seated, sir.
You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed, Mr. Darst?
A. Keystone Steel & Wire Company.
Q. How long have you been employed by Keystone?
A. Two years.
Q. What are your duties down at the plant?
A. I am a wire drawer.
Q. Wire drawer?
A. Yes, sir.
Q. Are you a member of any labor organization?
A. The ISWA.
Q. When did you join that organization?
A. November 2, 1942.
3688 Q. Do you know of anything that the company did at any time or failed to do that influenced you or caused you to join the Alliance?
Mr. ROSELL. I will object to that.
Trial Examiner MYERS. The objection is overruled.
The WITNESS. No, sir.

By Mr. BAER:

Q. In so far as the management is concerned, what is your understanding with reference to your right to join or not to join any labor organization as you see fit?
Mr. ROSELL. Objection.
Trial Examiner MYERS. Overruled.
The WITNESS. I did not think they cared. Nobody ever said anything to me.

By Mr. BAER:

Q. Have you always felt yourself free to join any organization?
Mr. ROSELL. Objection.
Trial Examiner MYERS. Overruled.
The WITNESS. Yes, sir.

By Mr. BAER:

Q. As far as the management is concerned, have you

always felt yourself free to join or not to join any labor organization without fear of being discriminated against?

Mr. ROSELL. I will object.

Trial Examiner MYERS. Objection overruled.

The WITNESS. Yes, sir.

3689 By Mr. BARR:

Q. Did the company ever to your knowledge at any time dominate or interfere with the administration of the Alliance?

Mr. ROSELL. Objection.

Trial Examiner MYERS. Overruled.

The WITNESS. No, sir.

By Mr. BARR:

Q. What is the bargaining agent of your choice?

Mr. ROSELL. Objection.

Trial Examiner MYERS. I will sustain the objection.

Mr. BARR. If this witness were permitted to answer that question, his answer would be, "ISWA."

Trial Examiner MYERS. I will stand on my ruling and reject the offer.

Mr. BARR. That is all.

Trial Examiner MYERS. Do you have any questions, Mr. Rosell?

Mr. ROSELL. No questions.

Trial Examiner MYERS. Mr. Champion?

Mr. CHAMPION. No, sir.

Trial Examiner MYERS. That is all for you, then. You are excused, sir. Thank you.

4113 LAWRENCE ENDICOTT was called as a witness by and on behalf of the Respondent, having been first
4114 duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?

A. Lawrence Endicott.

Q. Lawrence Endicott?

A. Yes, sir.

Q. Wll you spell your last name for the record, please?

A. E-n-d-i-c-o-t-t.

Q. Where do you live, Mr. Endicott?

A. Route 1, Peoria.

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Trial Examiner Myers. You may be seated, sir. You may proceed, Mr. Baer.

By Mr. Baer:

Q. Where are you employed, Mr. Endicott?
A. Keystone Steel & Wire Company.
Q. How long have you been employed there?
A. Ten years, for the past ten years.
Q. And what are your duties at the Keystone?
A. I am a wire drawer in the wire mill.
Q. Are you a member of any labor organization?
A. Yes, sir.
Q. Do you mind stating what organization you belong to?
A. The ISWA.
Q. When did you join the ISWA?
A. A short time after it was formed.
Q. In 1937?
4115 A. I am pretty sure it was.
Q. Do you know of anything that the company ever did, Mr. Endicott, or anything that the company failed to do that in any way influenced you or caused you to join the Alliance?
Mr. Rosell. I will object.
Trial Examiner Myers. The objection is overruled.
The Witness. No, sir.

By Mr. Baer:

Q. Insofar as the management is concerned, what is your understanding with reference to your right to join or not to join any labor organization as you see fit?
Mr. Rosell. I will object.
Trial Examiner Myers. Overruled.
The Witness. Well, I always felt that I had a right to join one of my own choosing.

By Mr. Baer:

Q. Join any union you wanted to?
A. Yes, sir.
Mr. Rosell. Objection.
Trial Examiner Myers. Overruled.

By Mr. Baer:

Q. Did you have that same feeling and understanding

about that matter at the time that you joined the Alliance?

Mr. Rosell. I will object.

Trial Examiner Myers. Overruled.

The Witness. Yes, sir.

By Mr. Barr:

4116 Q. As far as the management is concerned, have you always felt yourself free to join or not to join any labor organization without fear of being discriminated against?

A. Yes, sir.

Mr. Rosell. Objection.

Trial Examiner Myers. Objection overruled.

By Mr. Barr:

Q. Did the company ever to your knowledge at any time in any way dominate or interfere with the affairs of the Alliance?

Mr. Rosell. Objection.

Trial Examiner Myers. Objection overruled.

The Witness. No, sir.

By Mr. Barr:

Q. What is the bargaining agent of your choice?

Mr. Rosell. Mr. Examiner, I will object to that.

Trial Examiner Myers. The objection is sustained.

Mr. Barr. If this witness were permitted to answer that question, his answer would be "ISWA".

Trial Examiner Myers. The offer is rejected.

Mr. Barr. I have nothing further.

Trial Examiner Myers. Do you have any questions, Mr. Rosell?

A. Mr. Rosell. Yes.

Trial Examiner Myers. All right. Will you kindly proceed.

4117 By Mr. Rosell:

Q. Mr. Endicott, who asked you to attend this meeting?

A. Jesse White.

Q. Who is he?

A. He is the night foreman of the drawing room.

Mr. Rosell. That is all, Mr. Examiner.

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Trial Examiner MYERS. Mr. Champion, do you have any questions?

Mr. CHAMPION. No, sir, Mr. Examiner.

Trial Examiner MYERS. Mr. Baer?

Mr. BAER. Yes.

Redirect examination by Mr. BAER:

Q. Mr. Endicott, did Mr. White tell you how to testify here today?

Mr. ROSELL. I will object.

Trial Examiner MYERS. Overruled.

The Witness. No.

By Mr. BAER:

Q. Did the fact that Mr. White, the foreman, asked you to be present here today, make any difference as to the way you testified?

Mr. ROSELL. Objection.

Trial Examiner MYERS. Overruled.

The WITNESS. No, sir.

By Mr. BAER:

Q. The answer is "No"?

4118 A. That is right.

Mr. BAER. That is all.

Trial Examiner MYERS. Do you have any further questions, gentlemen?

Mr. ROSELL. No, sir.

Mr. CHAMPION. No, sir, Mr. Examiner.

Trial Examiner MYERS. That is all, sir. You are excused. Thank you.

(Witness excused.)

Trial Examiner MYERS. Mr. Baer, will you call your next witness.

Mr. BAER. I will call Mr. Crane.

IRVING CRANE was called as a witness by and on behalf of the Respondent, and having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?

A. Irving Crane.

Q. And where do you live, Mr. Crane?

A. Route 1, Peoria.

Q. Will you spell your last name for the record, plea
A. C-r-a-n-e.
Trial Examiner MYERS. You may be seated, sir.
You may proceed, Mr. Baer.

4119 By Mr. BAER:

Q. Where are you employed, Mr. Crane?
A. Keystone Steel & Wire Company.
Q. How long have you been employed by Keystone?
A. Since June, 1940.
Q. And you have worked there ever since June, 1940?
A. Yes, sir.
Q. Will you state what your duties are down at t
Keystone?
A. Wire drawer.
Q. Are you a member of any labor organizatio
Mr. Crane?
A. Yes, sir.
Q. Would you mind stating the name of the organi
tion to which you belong?
A. The ISWA.
Q. When did you join the Alliance?
A. I think it was about July, 1940.
Q. Do you know of anything that the company has ev
done or failed to do that in any way influenced you
caused you to join the Alliance?
Mr. ROSELL. I will object.
Trial Examiner MYERS. Overruled.
The WITNESS. No, sir.

By Mr. BAER:

Q. Insofar as the management is concerned, what
your understanding with reference to your right to jo
or not to join any labor union as you see fit?
Mr. ROSELL. Objection.

4120 Trial Examiner MYERS. Overruled.
The WITNESS. I could join—I felt that I cou
join any organization that I wanted to.

By Mr. BAER:

Q. Any labor organization?
A. Yes, sir.
Q. And do you have that same feeling and understan
ing about that matter,—did you have that same feeli

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and understanding about that matter at the time that you joined the Alliance?

Mr. ROSELL. I will object.

Trial Examiner MYERS. Overruled.

The WITNESS. Yes, sir.

By Mr. BARR:

Q. As far as the management is concerned, have you always felt yourself free to join or not to join any labor organization without fear of being discriminated against?

Mr. ROSELL. Objection.

The WITNESS. Yes, sir.

Trial Examiner MYERS. Overruled.

Mr. BARR. The answer was what to that last question?

(Record read)

By Mr. BARR:

Q. Did the company ever to your knowledge, Mr. Crane, at any time in any way dominate or interfere with the affairs of the Alliance?

Mr. ROSELL. I object.

4121 Trial Examiner MYERS. Overruled.

The WITNESS. Not to my knowledge.

By Mr. BARR:

Q. What is the bargaining agent of your choice?

Mr. ROSELL. I will object to that.

Trial Examiner MYERS. The objection is sustained.

Mr. BARR. If this witness were permitted to answer that question, his answer would be "ISWA".

Trial Examiner MYERS. The offer is rejected.

Mr. BARR. You may cross examine.

Trial Examiner MYERS. Do you have any questions, Mr. Rosell?

Mr. ROSELL. Yes.

Cross-examination by Mr. ROSELL:

Q. Mr. Crane, who asked you to attend this hearing?

A. Jess White.

Q. Who is he?

A. He is the night foreman of the drawing department.

Mr. ROSELL. That is all, Mr. Examiner.

Trial Examiner MYERS. Mr. Champion, do you have any questions?

Mr. CHAMPION. No, sir.

Trial Examiner MYERS. Mr. Baer?

Mr. BAER. Yes, sir.

4122 Redirect examination by Mr. BAER:

Q. Does the fact that this foreman asked you to be here make any difference with the way you have testified?

A. No, sir.

Mr. ROSELL. Objection.

Trial Examiner MYERS. Overruled.

Mr. BAER. That is all.

Trial Examiner MYERS. You are excused, sir. Thank you.

(Witness excused.)

Trial Examiner MYERS. Will you call your next witness, please.

Mr. BAER. I will call Mr. Kocher.

EDMUND KOCHER was called as a witness by and on behalf of the Respondent, and having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?

A. Edmund Kocher.

Q. Will you spell your last name for the record, please?

A. K-o-c-h-e-r.

Q. Where do you live, Mr. Kocher?

A. 308 Harrison Street, Bartonville, Illinois.

Trial Examiner MYERS. You may be seated, sir.

4123 You may proceed, Mr. Baer.

By Mr. BAER:

Q. Mr. Kocher, where are you employed?

A. Keystone Steel & Wire Company.

Q. How long have you been employed by Keystone?

A. For the past eight years.

Q. And what are your duties at the plant?

A. Muffle operator, drawing room.

Q. In the drawing room?

A. In the drawing room.

Q. Are you a member of any labor organization?

A. Yes, sir.

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Q. Would you mind naming the organization which you belong to, Mr. Kocher?

A. The ISWA.

Q. When did you join the Alliance?

A. Some time in 1937.

Q. Do you know of anything that the company ever did or failed to do that in any way influenced you or caused you to join the Alliance?

Mr. ROSELL. I will object.

Trial Examiner MYERS. Overruled.

The WITNESS. Not to my knowledge.

By Mr. BAER:

Q. Mr. Kocher, Mr. Rosell will object to all the rest of my questions that I will ask you, so if you will give him an opportunity to make his objection and the
4124 Examiner an opportunity to rule upon them, we will be sure of getting our record clear.

As far as the management is concerned, Mr. Kocher, will you please state what your understanding is with reference to your right to join or not to join any labor organization as you see fit?

Mr. ROSELL. Objection.

Trial Examiner MYERS. Overruled.

The WITNESS. I can join any organization I care to.

By Mr. BAER:

Q. And did you feel that same way and have that same understanding at the time that you joined the Alliance?

Mr. ROSELL. I will object.

Trial Examiner MYERS. Overruled.

The WITNESS. Yes, sir.

By Mr. BAER:

Q. As far as the management is concerned, have you always felt yourself free and completely at liberty to join or not to join any labor organization without fear of being discriminated against?

Mr. ROSELL. I will object.

Trial Examiner MYERS. The objection is overruled.

The WITNESS. Yes, sir, I had the right, I felt, to join any organization I wanted to.

By Mr. Baer:

Q. Without any fear of being discriminated against?

4125 Mr. Rosell. Objection.

Trial Examiner Myers. Overruled.

The Witness. Yes, sir.

By Mr. Baer:

Q. Did the company ever to your knowledge, Mr. Kocher, at any time in any way dominate or interfere with the affairs of the Alliance?

Mr. Rosell. I will object.

Trial Examiner Myers. The objection is overruled.

The Witness. Not to my knowledge.

By Mr. Baer:

Q. Do you understand that the law gives all employes the right to have a bargaining agent of their choice?

Mr. Rosell. I will object to that.

Trial Examiner Myers. The objection is overruled.

The Witness. Yes, sir.

By Mr. Baer:

Q. What is the bargaining agent of your choice?

Mr. Rosell. I will object to that, Mr. Examiner.

Trial Examiner Myers. I will sustain the objection.

Mr. Baer. If this witness were permitted to answer that question, his answer would be "ISWA".

Trial Examiner Myers. The offer is rejected.

Mr. Baer. You may cross examine.

Trial Examiner Myers. Do you have any questions, Mr. Rosell?

4126 Mr. Rosell. Yes.

Trial examiner Myers. Will you kindly proceed?

Cross-examination by Mr. Rosell:

Q. Mr. Krocher, who asked you to attend this hearing?

A. My foreman.

Q. What is his name?

A. Jess White.

Q. Jess White?

A. Yes.

Mr. Rosell. That is all, Mr. Kocher.

Trial Examiner Myers. Do you have any questions, Mr. Champion?

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Mr. CHAMPION. No, sir.

Trial Examiner MYERS. Mr. Baer?

Mr. BAER. That is all.

Trial Examiner MYERS. You are excused, sir. Thank you.

(Witness excused.)

Trial Examiner MYERS. Would you call your next witness?

Mr. BAER. I will call Mr. Farnam.

CARROLL FARNAM was called as a witness by and on behalf of the Respondent, and having been first duly sworn, was examined and testified as follows:

4127 Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?

A. Carroll Farnam.

Q. Will you spell your first name, please?

A. Carroll, C-a-r-r-o-l-l.

Q. And now, will you spell your last name?

A. F-a-r-n-a-m.

Q. Where do you live, sir?

A. 1338 South Seventh, Pekin, Illinois.

Trial Examiner MYERS. You may be seated, sir. You may proceed, Mr. Baer.

By Mr. BAER.

Q. Where are you employed, Mr. Farnam?

A. Keystone Steel & Wire Company.

Q. How long have you been employed by Keystone?

A. Approximately ten years.

Q. The past ten years?

A. Yes, sir.

Q. What are your duties at the Keystone?

A. Wire drawer in the drawing department.

Q. Are you a member of any labor organization, Mr. Farnam?

A. Yes, sir.

Q. Would you mind stating the name of the organization to which you belong?

A. The ISWA.

4128 Q. Do you know of anything that the company has ever done or failed to do that influenced you in any way or caused you to join the Alliance?

Mr. ROSELL. I will object.
Trial Examiner MYERS. Overruled.
The WITNESS. No, sir.

By Mr. BAER:

Q. When did you join the Alliance?
A. 1937.
Q. Insofar as the management is concerned, will you please state, Mr. Farnam, what your understanding is with reference to your right to join or not to join any labor organization as you see fit?
Mr. ROSELL. I will object to that.
Trial Examiner MYERS. The objection is overruled.
The WITNESS. I always thought it was my privilege to join any union I chose.

By Mr. BAER:

Q. Is that your present understanding about that?
Mr. ROSELL. I will object.
Trial Examiner MYERS. Overruled.
The WITNESS. Yes, sir.

By Mr. BAER:

Q. And did you have that same understanding and feeling about that matter at the time that you joined the Alliance?
Mr. ROSELL. I will object.
4129 Trial Examiner MYERS. Overruled.
The WITNESS. Yes, sir.

By Mr. BAER:

Q. As far as the management of the company is concerned, have you always felt yourself free to join or not to join any labor organization without fear of being discriminated against?
Mr. ROSELL. Objection.
Trial Examiner MYERS. Overruled.
The WITNESS. Yes, sir.

By Mr. BAER:

Q. Did the company ever to your knowledge at any time in any way dominate or interfere with the affairs of the Alliance?
Mr. ROSELL. Objection.
Trial Examiner MYERS. Overruled.

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The WITNESS. Not as far as I know.

By Mr. BAER:

Q. Do you understand that the law gives you as an employee of Keystone the right to have a bargaining agent of your choice?

Mr. ROSELL. I will object.

Trial Examiner MYERS. Overruled.

The WITNESS. Yes, sir.

By Mr. BAER:

Q. And what is the bargaining agent of your choice.

Mr. ROSELL. I will object.

Trial Examiner MYERS. I will sustain the objection.

4130 Mr. BAER. If this witness were permitted to answer that question, his answer would be "ISWA".

Trial Examiner MYERS. The offer is rejected.

Mr. BAER. You may cross-examine.

Trial Examiner MYERS. Do you have any questions, Mr. ROSELL?

Mr. ROSELL. Yes.

Trial Examiner MYERS. Will you kindly proceed.

Cross-examination by Mr. ROSELL:

By Mr. ROSELL:

Q. Mr. Farnam, who asked you to attend this hearing?

A. The night foreman.

Q. What is his name?

A. Jess White.

Q. When did he ask you?

A. Last night.

Q. Now, are you related to Art Farnam?

A. Yes, sir.

Q. What relation are you to him?

A. We are brothers.

Q. What job has he got?

A. He is a foreman in the nail mill.

Mr. ROSELL. That is all, Mr. Examiner.

Trial Examiner MYERS. Mr. Champion, do you have any questions?

4131 Mr. CHAMPION. No, sir, Mr. Examiner.

Trial Examiner MYERS. Mr. Baer?

Mr. BAER. No, sir.

Trial Examiner MYERS. That is all, sir. Thank you.

(Witness excused.)

Trial Examiner MYERS. Will you call your next witness, please.

Mr. BAER. Is Mr. Anderson here?

(No response.)

Is there a Mr. Lee here?

Mr. LEE. Yes, sir.

RALEIGH LEE was called as a witness by and on behalf of the Respondent, and being first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?

A. Raleigh Lee.

Q. How do you spell your first name?

A. R-a-l-e-i-g-h.

Q. And your last name?

A. L-e-e.

Q. Where do you live, Mr. Lee?

A. 336 Lydia.

Q. Is that in Peoria?

4132 A. Peoria, yes, sir.

Trial Examiner MYERS. You may be seated, sir. You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed, Mr. Lee?

A. Keystone.

Q. How long have you been employed by the Keystone?

A. A little better than a year.

Q. The past year?

A. Yes, sir.

Q. What are your duties down at Keystone?

A. Blocker in the patenting department.

Q. Do you remember what month you started to work?

A. June 16, 1943.

Q. Are you a member of any labor organization, Mr. Lee?

A. Yes, sir.

Q. Would you mind naming the organization to which you belong?

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A. The ISWA.
Q. When did you join the Alliance?
A. June 18.
Q. 1943?
A. 1943.
Q. Do you know of anything that the company has ever done or failed to do that in any way influenced you or caused you to join the Alliance?
4133 Mr. ROSELL. I will object.
Trial Examiner MYERS. Overruled.
The WITNESS. No, sir.
Mr. BAER. Mr. Lee, you will have to wait from here on out as Mr. Rosell will object to all of my questions and the Examiner has to rule upon his objections. If you will wait then we can get our record a little straighter.
The WITNESS. Yes, sir.

By Mr. BAER:

Q. Insofar as the management is concerned, Mr. Lee, will you state what your understanding is with reference to your right to join or not to join any labor organization as you see fit?
Mr. ROSELL. Objection.
Trial Examiner MYERS. Overruled.
The WITNESS. I can join any organization I want to.
Q. You will have to speak louder.
A. I can join any one I care to.
Q. And did you have that same feeling about that subject and that same understanding at the time that you joined the Alliance?
Mr. ROSELL. Objection.
Trial Examiner MYERS. Overruled.
The WITNESS. Yes, sir.

By Mr. BAER:

Q. As far as the company is concerned, that is, the management, have you always felt yourself free to
4134 join or not to join any labor organization without fear of being discriminated against?
Mr. ROSELL. I will object.
Trial Examiner MYERS. The objection is overruled.
The WITNESS. Yes, sir.

By Mr. BAER:

Q. Did the company ever to your knowledge at any time in any way ever dominate or interfere with the affairs of the Alliance?

Mr. ROSELL. I will object.

Trial Examiner MYERS. The objection is overruled.

The WITNESS. No, sir.

By Mr. BAER:

Q. What is the bargaining agent of your choice?

Mr. ROSELL. Objection.

Trial Examiner MYERS. Objection sustained.

Mr. BAER. If this witness were permitted to answer that question, his answer would be "ISWA".

Trial Examiner MYERS. I will reject the offer.

Mr. BAER. You may cross examine.

Trial Examiner MYERS. Do you have any questions, Mr. Rosell?

Mr. ROSELL. Yes, sir.

Trial Examiner MYERS. Will you kindly proceed.

Cross-examination by Mr. ROSELL:

Q. Mr. Lee, who asked you to attend this

4135 A. Bud Knott.

Q. Who?

A. Bud Knott, foreman in the department on the third trick.

Q. What is his first name?

A. Bud is all I know.

By Trial Examiner MYERS:

Q. "B-u-d"?

A. Yes, sir.

By Mr. ROSELL:

Q. Is that Earl Knott?

A. I suppose. All I ever heard him called was Bud.

Mr. BAER. I object to that answer unless the witness knows.

Trial Examiner MYERS. The objection is overruled.

By Mr. ROSELL:

Q. When did he ask you?

A. Last night around midnight.

Mr. ROSELL. That is all, Mr. Examiner.

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Trial Examiner MYERS. Mr. Champion?
Mr. CHAMPION. No, sir, Mr. Examiner.
Trial Examiner MYERS. Mr. Baer?
Mr. BAER. Yes.

Redirect examination by Mr. BAER:

Q. You worked on the night shift last night, did you not?
A. Yes, sir.
Q. And you and the other men that have come up came up here at the request of the company, isn't that right?
4136 Mr. ROSELL. I will object.
Trial Examiner MYERS. Overruled.
The WITNESS. Yes, sir.

By Mr. BAER:

Q. And the fact that the foreman or any other person on behalf of the management asked you to come here, did that make any difference in the way you testified?
A. No.
Q. You would have testified to the same story?
A. Yes, sir.
Q. And what you have stated here has been the complete truth?
A. Yes, sir.

4154 BRUNO STEINBORN was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?
A. Bruno Steinborn.
Q. Will you spell out your full name, please?
A. B-r-u-n-o S-t-e-i-n-b-o-r-n.
Q. Where do you live, Mr. Steinborn?
A. 210 Eaton, Bartonville.
4155 Trial Examiner MYERS. You may be seated, sir. You may proceed, Mr. Baer.

By Mr. BAER:

Q. Mr. Steinborn, where are you employed? A. Keystone Steel & Wire Company.
Q. How long have you been employed by the Keystone?

A. The last time, about fifteen years.

Q. For the past fifteen years?

A. Yes, sir.

Q. And what are your duties or what is your work at Keystone?

A. Blocker in the galvanizing department.

Q. Are you a member of any labor organization, Mr. Steinborn?

A. Yes, sir.

Q. Would you mind stating the name of that organization?

A. The ISWA.

Q. When did you join the Alliance?

A. About 1937.

Q. Do you know of anything that the company ever did or failed to do that influenced you in any way or caused you to join the Alliance?

Mr. Rosell. I will object.

Trial Examiner Myers. The objection is overruled.

The Witness. Not to my knowledge.

By Mr. Baer:

4156 Q. Insofar as the management is concerned, will you please state what your understanding is with reference to your right to join or not to join any labor organization as you see fit?

Mr. Rosell. Objection.

Trial Examiner Myers. Overruled.

The Witness. Well, I can join any union I want to.

By Mr. Baer:

Q. And did you have that same understanding and feeling about that matter at the time that you joined the Alliance?

Mr. Rosell. Objection.

Trial Examiner Myers. Overruled.

The Witness. Yes, sir.

By Mr. Baer:

Q. What is your answer, sir?

A. Yes, sir.

Q. As far as the management is concerned, have you always felt yourself free to join or not to join any labor organization without fear of being discriminated against?

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Mr. ROSELL. Objection.
Trial Examiner MYERS. Overruled.
The WITNESS. Yes, sir.

By Mr. BAER:

Q. Did the company ever, to your knowledge, Mr. Steinborn, at any time in any way ever dominiate or interfere with the affairs of the Alliance?

Mr. ROSELL. Objection.

Trial Examiner MYERS. Overruled.

4157 The WITNESS. I don't know.

By Mr. BAER:

Q. What is your answer?

A. No.

Q. What is the bargaining agent of your choice?

Mr. ROSELL. I will object to that.

Trial Examiner MYERS. I will sustain the objection.

Mr. BAER: If Mr. Steinborn were permitted to answer that question, his answer would be, "ISWA".

Trial Examiner MYERS. I will reject the offer.

Mr. BAER. That is all.

Trial Examiner MYERS. Do you have any questions, Mr. Rosell?

Mr. ROSELL. Yes, sir.

Trial Examiner MYERS. Will you kindly proceed?

Cross-examination by Mr. ROSELL:

Q. Mr. Steinborn, who asked you to attend this hearing?

A. The foreman.

Q. What is his name?

A. Dean Byrne.

Mr. ROSELL. That is all, Mr. Examiner.

Trial Examiner MYERS. Mr. Champion, do you have any questions?

Mr. CHAMPION. No, sir, Mr. Examiner.

Trial Examiner MYERS. Mr. Baer?

4158 Mr. BAER. Yes, sir.

Redirect examination by Mr. BAER:

Q. Mr. Steinborn, the fact that your foreman mentioned your coming up here to testify today, did that have any influence whatsoever with the manner in which you testified?

A. No.

4213 FREDERICK ROTH was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?

A. Fred Roth.

Q. Will you spell your last name for the record, please?

A. R-o-t-h.

Q. And where do you live, Mr. Roth?

A. 816 Hansler, Peoria.

Trial Examiner MYERS. You may be seated, sir.

You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed, Mr. Roth?

A. Keystone Steel & Wire Company.

Q. How long have you been employed by the Keystone?

A. Twenty-four and one-half years,—and nineteeen consecutive years.

Q. For the past nineteen years you have been down there?

4214 A. Yes, sir.

Q. What are your duties, and what is your work down at the Keystone?

A. Wire drawer.

Q. Are you a member of any labor organization?

A. I am.

Q. Would you mind naming the organization to which you belong?

A. The ISWA.

Q. When did you join the Alliance?

A. Sometime in 1937.

Q. Do you know of anything that the company ever did or failed to do that in any way influenced you or caused you to join the Alliance?

A. No, sir.

Mr. ROSELL. Objection.

Trial Examiner MYERS. Overruled.

Mr. BAER. Mr. Roth, Mr. Rosell will object to all the rest of my questions. Just wait a little bit before you answer.

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By Mr. BAER:

Q. As far as the management is concerned, will you please state what your understanding is with reference to your right to join or not to join any labor organization as you see fit.

Mr. ROSELL. I will object to that.

4215 Trial Examiner MYERS. The objection is overruled.

The WITNESS. It was my own privilege.

By Mr. BAER:

Q. It is your own privilege to join any union you want to, is that right?

Mr. ROSELL. Objection.

Trial Examiner MYERS. Overruled.

The WITNESS. That is right.

By Mr. BAER:

Q. Did you have that same understanding and feeling about that matter at the time that you joined the Alliance in 1937?

Mr. ROSELL. I will object.

Trial Examiner MYERS. Objection overruled.

The WITNESS. Yes, sir.

By Mr. BAER:

Q. In so far as the management of this company is concerned, have you always felt yourself free and at complete liberty to join or not to join any labor organization without fear of being discriminated against?

Mr. ROSELL. I will object.

Trial Examiner MYERS. Overruled.

The WITNESS. Yes, sir.

By Mr. BAER:

Q. Did the company ever to your knowledge at any time in any way ever dominate or interfere with the affairs of the Alliance?

Mr. ROSELL. Objection.

Trial Examiner MYERS. Objection is overruled.

4216 The WITNESS. No, sir.

By Mr. BAER:

Q. What is the bargaining agent of your choice?

Mr. ROSELL. Objection.

Trial Examiner MYERS. Sustained.

Mr. BARR. If Mr. Roth were permitted to answer that question, his answer would be, "ISWA."

Trial Examiner MYERS. The offer is rejected.

Mr. BARR. You may cross examine.

Trial Examiner MYERS. Do you have any questions, Mr. Rosell?

Mr. ROSELL. Yes, sir, Mr. Examiner.

Trial Examiner MYERS. Will you kindly proceed?

Cross-examination by Mr. ROSELL:

Q. Mr. Roth, who asked you to attend this hearing?

A. My foreman, Henry Cordes.

Q. Have you ever been a committeeman under the ISWA?

A. No, sir.

Trial Examiner MYERS. Do you have any further questions, Mr. Rosell?

Mr. ROSELL. That is all, Mr. Examiner.

Trial Examiner MYERS. Any questions, Mr. Champion?

Mr. CHAMPION. None, Mr. Examiner.

Trial Examiner MYERS. Mr. Baer?

4217 Mr. BARR. Yes, sir.

Redirect examination by Mr. BARR:

Q. The fact that Mr. Cordes asked you to come up here, did that in any way influence your testimony that you gave here on the stand?

Mr. ROSELL. I will object to that.

Trial Examiner MYERS. Overruled.

The WITNESS. No, sir.

Mr. BARR. That is all.

Trial Examiner MYERS. You are excused, sir. Thank you.

(Witness excused.)

Trial Examiner MYERS. Will you call your next witness, please, Mr. Baer?

Mr. BARR. I will call Mr. Brown.

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EDWARD BROWN was called as a witness by and on behalf of the Respondent, having been first duly sworn, was examined and testified as follows:

Direct examination by Trial Examiner MYERS:

Q. What is your name, sir?

A. Edward Brown.

Q. And how do you spell your last name for the record, please?

A. B-r-o-w-n.

Q. Where do you live, Mr. Brown?

4218 A. 6302 South Jefferson Street, Bartonville.

Trial Examiner MYERS. You may be seated, sir. You may proceed, Mr. Baer.

By Mr. BAER:

Q. Where are you employed, Mr. Brown?

A. Keystone Steel & Wire Company.

Q. And how long have you been employed at the Keystone?

A. Sixteen years.

Q. For the past sixteen years?

A. For the past sixteen years.

Q. And what are your duties at the Keystone? What work are you doing?

A. I am a galvannealer in the galvanizing department.

Q. Are you a member of any labor organization?

A. Yes, sir.

Q. Would you mind naming the organization to which you belong?

A. The ISWA.

Q. Do you know of anything that the company ever did or failed to do that in any way influenced you or caused you to join the Alliance?

Mr. ROSELL. Objection.

Trial Examiner MYERS. Overruled.

The WITNESS. No, sir.

By Mr. BAER:

Q. When did you join the Alliance?

A. In 1937.

4219 Q. Mr. Brown, in so far as the management is concerned, would you please state what your under-

standing is with reference to your right to join or not to join any labor organization as you see fit?

Mr. Rosell. I will object.

Trial Examiner Myers. The objection is overruled.

The Witness. I understand that I have the privilege of joining any organization I so choose.

By Mr. Barr:

Q. And did you have that same understanding and feeling about that matter at the time you joined the Alliance?

Mr. Rosell. Objection.

Trial Examiner Myers. Overruled.

The Witness. Yes, sir.

By Mr. Barr:

Q. In so far as the management of this company is concerned, have you always felt yourself free and at complete liberty to join or not to join the Alliance or any other labor organization without fear of being discriminated against?

Mr. Rosell. I will object.

Trial Examiner Myers. The objection is overruled.

The Witness. Yes, sir.

By Mr. Barr:

Q. Did the company to your knowledge at any time or in any way ever dominate or interfere with the affairs of the Alliance?

4220 Mr. Rosell. Mr. Examiner, I'll object to that.

Trial Examiner Myers. The objection is overruled.

The Witness. Not to my knowledge, no.

By Mr. Barr:

Q. What is the bargaining agent of your choice?

Mr. Rosell. I will object.

Trial Examiner Myers. I will sustain the objection.

Mr. Barr. If Mr. Brown were permitted to answer that question, his answer would be, "ISWA."

Trial Examiner Myers. The offer is rejected.

Mr. Barr. You may cross examine.

Trial Examiner Myers. Do you have any questions, Mr. Rosell?

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Mr. Rosell. Yes, Mr. Examiner.
Trial Examiner Myers. Will you kindly proceed?

Cross-examination by Mr. Rosell:

Q. Who asked you to attend this hearing, Mr. Brown?
A. Oran Byrne.
Q. Your foreman?
A. Yes, sir.
Mr. Rosell. That is all.
Trial Examiner Myers. Do you have any questions, Mr. Champion?

Mr. Champion. No, sir, Mr. Examiner.

4221 Trial Examiner Myers. Mr. Baer, do you have anything further?
Mr. Baer. That is all.

By Trial Examiner Myers:

Q. How long has he been your foreman?
A. I beg your pardon?
Q. How long has he been your foreman?
A. He has been my foreman for eight months, I guess.
Trial Examiner Myers. Any questions, gentlemen?

Redirect examination by Mr. Baer:

Q. The fact that your foreman asked you to come here today, did that in any way influence your testimony that you just gave?
Mr. Rosell. Objection.
Trial Examiner Myers. Overruled.
The Witness. No, sir.

4236 *Colloquy*

Trial Examiner Myers. Now, do you intend to call any more witnesses along the line of the witnesses that have testified for the last three or four days, Mr. Baer?
Mr. Baer. Yes, sir, Mr. Examiner.
Trial Examiner Myers. Don't you think it would be cumulative on the same point?
Mr. Baer. No, sir. Our theory is that this company is charged with depriving its employees of certain rights. There are two ways that could be tried; one is through representative witnesses testifying for the group of them, or the other is to put every man on and let him state

whether or not this company deprived him of the rights that the company is charged with depriving him of.

4237 Trial Examiner MYERS. Well, under the circumstances of this case, I do not believe that any useful purpose can be served or any additional facts adduced from any further testimony from any other witnesses along the lines of the witnesses that you have called on Saturday, Monday, Tuesday and today, and I therefore rule that I will not receive any more testimony along that line.

Mr. BAER. Well, Mr. Examiner, we do not wish to be arbitrary in this matter, and we would be willing to not call any more witnesses if the Board is willing to stipulate that the balance that would be called would testify to the same effect as those previously called.

Trial Examiner MYERS. Well, whether Mr. Rosell will stipulate or not, that is the way I feel about it.

Mr. BAER. If he would not stipulate that would be evidence that it might not be cumulative.

Trial Examiner MYERS. I do not know what Mr. Rosell will do or will not do, but I think as far as calling any more witnesses along this line that it would be cumulative on this point.

Mr. BAER. We shall be required,—we are going to make an offer of proof of every witness,—of every member of the Alliance, and we will be required to bring them here on the witness stand and make the offer of proof.

Trial Examiner MYERS. I am not going to let you

4238 bring them on the witness stand. That is one of the points I will not let you go ahead with. This hearing has to come to an end some time and if you say you are going to bring them——

Mr. BAER. I will do this. We would be glad to carry this thing on for twelve to fourteen hours a day instead of just seven.

Trial Examiner MYERS. I will not let any more witnesses take the stand to testify along the lines of these past witnesses. If you want to make an offer or proof you just go ahead. You will not need the witnesses. I will not swear any witnesses on that point.

Mr. BAER. Might we have until tomorrow morning to give this matter consideration, Mr. Examiner?

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Trial Examiner MYERS. Oh, certainly. I am just advising you now so you can think the matter over, and perhaps whatever offer of proof you want to make, you don't have to do it tomorrow morning, you can do it later on in the hearing. You can have plenty of time to prepare your offer of proof.

There is no necessity of putting a man on the stand and saying, "Now, I want to prove by this man that such and such are the facts." You say you have five or six hundred more witnesses who would testify to substantially the same facts as these two hundred witnesses who have already testified?

Mr. BAER. Yes, sir, but——

4239 Trial Examiner MYERS. I will assume that these other witnesses will testify to substantially the same effect as the approximately two hundred witnesses we have already heard.

Mr. BAER. Mr. Examiner, these witnesses in some respects tell a little different story. They are not all the same.

Trial Examiner MYERS. That is why I said I would assume they would testify to substantially the same effect.

Mr. BAER. And we feel that they should be given an opportunity to advise you and the National Labor Relations Board as to how they feel about it.

The Board has charged that these men have not been given the right to have the kind of bargaining agent that they want to have, and we are going to bring in every employee, and whatever he says is all right, and I am not talking to these men first. I think the Examiner has been able to observe that from the nature of the testimony, that they are all going on and telling whatever they think the facts are.

Trial Examiner MYERS. Well——

Mr. BAER. We will think about it until tomorrow morning.

Trial Examiner MYERS. Certainly. You do not have to have your offer of proof ready in the morning. We will meet in the morning. If you have any other evidence on other points that you wish to bring out, bring in all the witnesses you have on all phases of this hearing,

4240 but on this one particular point, we have heard over two hundred witnesses, and I think that to

hear any more witnesses on that would only be cumulative. It would not serve any useful purpose to hear any more of them.

If you want to look up any authorities in the meantime just go ahead. If you think I am wrong, I want you to point out that fact to me. I want you to point that fact out to me if you think I am wrong. You know, I do not profess to know all the law regarding this Act.

Mr. BAER. Well, there is probably nobody who is more ignorant than I am on it, so I do not think I can help you very much by tomorrow morning.

Trial Examiner MYERS. All right. As I say, if you are not ready in the morning on this question——

Mr. BAER. Well, we will talk about it tonight, and we will come into court tomorrow morning.

Trial Examiner MYERS. I am only advising you tonight so that you will not go to the trouble of having a lot of witnesses here in the morning.

4243 Mr. BAER. Mr. Examiner, we have considered this turn of events that took place yesterday evening and we feel that we should be permitted to continue the calling of witnesses until all of the rest of the Alliance members are called to the witness stand. We believe that the testimony that has been given by the first 218 witnesses is very vital and is not cumulative when the charges that are made against the respondent company are considered.

These men who have testified and the balance of the Alliance members who will testify, are charged in the complaint that has been filed by the National Labor Relations Board with having been deprived of the rights guaranteed to them by Section 7 of the Wagner Act, by which

4244 section the men are given the right, the unqualified right to have a bargaining agent of their choosing, and the first 218 witnesses that have testified, I believe, have made it clear that in so far as they are concerned they have not been deprived of any rights under Section 7.

Now, if this case is stopped at this point and the balance of the company's employees who are members of the Alliance are deprived of the right to advise this Board through sworn testimony what the bargaining agent of their choice is, and are deprived of the right to state what their understanding has always been with reference to their right to join or not to join a labor union of their

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choice, if the balance of these men are deprived of that right, then this Court will not have the full evidence.

Trial Examiner Myers. You misunderstand the point entirely. The Board will have the full evidence, because I am assuming that the balance of the men that you call are going to testify to substantially the same effect as the 218 who have already testified. Therefore, it would serve no useful purpose to call the balance of the men you intend to call to testify to the same effect that the 218 have already testified to.

Mr. Baer. Well, Mr. Examiner, your assumption in that regard can be considered as having been accepted by the Board as conclusive?

4245 Trial Examiner Myers. Certainly, and if the Board does not agree with me, they will send the case back and let you call the balance of the witnesses. That is all, and if the Board agrees with me and the court does not agree with the Board, then the court will remand the case to the Board to permit you to call these witnesses. That has been done before.

Mr. Baer. I think your statement is fair in that regard. However, Mr. Rosell is the lawyer who is representing the Board here, and if he would make a similar statement and stipulate to that effect, then I think we can hasten this thing and be willing not to pursue our present plans.

Trial Examiner Myers. I told you yesterday whether Mr. Rosell stipulates or not, that is my feeling in the matter.

Mr. Baer. I wonder if we could have just a few minutes recess to discuss it with Mr. Rosell.

Trial Examiner Myers. Certainly. The Courts have decided that point in quite a few instances, and if I am wrong the Board can reverse me, and if the Board agrees with me than the courts can reverse the Board and give you an opportunity to question the balance of the men.

Mr. Baer. Could we have a few minutes, please?

Trial Examiner Myers. Certainly. Let me know

4246 when you are ready.

(Whereupon, a brief recess was had, after which the proceedings were resumed as follows:)

Trial Examiner Myers. Are you ready to proceed, Mr. Baer?

Mr. Baer. Yes, sir.

Trial Examiner MYERS. Mr. Rosell?

Mr. ROSELL. Yes, sir.

Mr. BAER. Mr. Examiner, since we recessed we con
ferred with Mr. Rosell about stipulating that the balance
of the Alliance members would testify to the same as the
first 218 witnesses testified, and Mr. Rosell stated that he
did not feel authorized to enter into such a stipulation
but he did call his office in Chicago, the regional office, to
discuss that matter with them, and it is apparently the
position of the regional office that they will not stipulate
to that effect.

Accordingly, we would like to have the Examiner re
consider his ruling and permit us to continue the calling
of the balance of the witnesses.

We have many here in the court room who are ready.
We will expedite the matter in so far as possible. I
believe that we can complete the entire balance of the
witnesses within a reasonable time, and we do feel that to
do otherwise would be depriving the employees
4247 of this company of a right that they should not be
deprived of.

If the Examiner would be willing to do that, we are
ready to proceed.

Trial Examiner MYERS. How many more do you intend
to call, Mr. Baer?

Mr. BAER. There are about 900.

Trial Examiner MYERS. More?

Mr. BAER. Yes.

Trial Examiner MYERS. Well, I will assume that the
900 that you intend to call would testify to substantially
the same effect as the 218 who have already been called.

Mr. BAER. And are we being denied the right to put
the balance of the witnesses on?

Trial Examiner MYERS. That is right.

Mr. BAER. Mr. Examiner, I wish to make this state-
ment that last Saturday of last week, and Monday and
Tuesday and Wednesday of this week, the respondent
company has called to the witness stand in this hearing
218 witnesses, all of whom are employees of the respond-
ent company; that each of said witnesses testified that he
is a member of the Independant Steel Workers Alliance;
each testified that the respondent company never did do

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anything and never failed to do anything that influenced him or caused him to join the Alliance.

The testimony of each witness clearly demon-
1248 strated the independent manner and attitude which each witness always had in matters pertaining to labor organizations and his complete freedom to join or not to join any labor organization without fear of being discriminated against.

The testimony of said 218 witnesses clearly demonstrated that the Alliance was never dominated or interfered with by the company and that the Alliance is the bargaining agent of each of the witnesses who testified.

At the conclusion of the hearing yesterday, after 71 witnesses had testified yesterday, the respondent company was advised by the Examiner that he would not permit any further witnesses to testify as to the facts concerning which said 218 witnesses had been interrogated.

The respondent company then again stated its previously repeated statement that it intended and proposed to call every member of the Alliance, so that the Board could be more fully informed with reference to the unjustifiable charges made against the Respondent company.

Upon the hearing being convened today, the respondent offered to resume the calling of its employees as witnesses, and the respondent had many employees present at the hearing, whom the respondent desired to call as witnesses, but the Examiner upon satisfying himself that said witnesses would give similar testimony to that of the said 218 witnesses persisted in abiding by his previously
4249 announced ruling and refused to hear further testimony from said witnesses.

At this point I wish to have this document, consisting of ten pages, entitled, "Partial list of members of the Independent Steel Workers Alliance," marked for purposes of identification as Respondent's Exhibit No. 18.

(Thereupon the document above referred to was marked "Respondent's Exhibit No. 18" for identification.)

Mr. Barr. I will hand a copy of said document marked for purposes of identification as Respondent's Exhibit No. 18 to Mr. Rosell and I will also hand one to Mr. Champion, and I am handing two copies to the Examiner. I would like to keep the original for a moment.

I wish further to say that the respondent company is prepared and offers to produce as witnesses in this hearing the persons whose names appear on this document which has been marked for purposes of identification as Respondent's Exhibit No. 18, and I advise the Examiner and the Board that if the Examiner will swear said witnesses and allow them to testify that each of said witnesses will testify in substance as follows, to-wit:

That he is an employee of the Keystone Steel & Wire Company, working in the company's plant at South Bar-
tonville, Illinois; that he is a member of the Inde-
4250 pendent Steel Workers Alliance, a labor organiza-
tion; that the respondent, Keystone Steel & Wire Company, did not ever do or ever fail to do anything that in any way influenced him or caused him to join said labor organization; that at and before the time that he joined said Independent Steel Workers Alliance, and at all times since that time, he knew that in so far as the management of the respondent company was concerned he was at all times free and at complete liberty to join or not to join said Independent Steel Workers Alliance or any other labor organization without fear of the company discriminating against him.

That said company never at any time dominated or interfered with the affairs and the administration of said Independent Steel Workers Alliance, and that said Alliance is the bargaining agent of his choice.

I offer in evidence the document marked for purposes of identification as Respondent's Exhibit No. 18, which lists the names of employees of the respondent company who are members of the Alliance, but none of which number testified in the group of 218 previously referred to; that none of the persons named in this document marked for purposes of identification as Respondent's Exhibit No. 18 are foremen, supervisory employees, clerical, office clerical help or watchmen.

I ask to have the exhibit received in evidence.

Trial Examiner MYERS. Is there any objection
4251 to this paper going into evidence, gentlemen?

Mr. ROSELL. Yes, Mr. Examiner. The Board objects to it being received.

Trial Examiner MYERS. What?

Mr. ROSELL. The Board objects to it being received

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based on the offer of proof regardless of the names, of course.

Trial Examiner MYERS. Mr. Champion, have you any objection?

Mr. CHAMPION. No objection.

Trial Examiner MYERS. The objection of Mr. Rosell is overruled and the paper is received in evidence, and I will ask the reporter to please mark it as Respondent's Exhibit No. 18.

(The document heretofore marked "Respondent's Exhibit No. 18" for identification was received in evidence.)

Trial Examiner MYERS. I will reject your offer of proof, Mr. Baer, and you may have the appropriate exceptions to that ruling.

Mr. BAER. I wish to add that Respondent's Exhibit No. 18 lists 919 names of the employees mentioned.

Trial Examiner MYERS. Very well.

The only reason I am rejecting the offer is proof is because I think the testimony of these 919 wit-
4252 nesses would be cumulative in so far as they would testify to substantially the same effect as the 218 who have already testified.

Mr. BAER. Well, I wish to say, Mr. Examiner, that I appreciate fully your position in this matter and I hope that you do not think we have been arbitrary in our insistence on this procedure.

Trial Examiner MYERS. No, sir. If you did not proceed this way, I think you would be remiss in your duty to your client. I think it is the proper way to do it.

Mr. BAER. That is what we have tried to do and I appreciate your position in the matter also.

Trial Examiner MYERS. Thank you.

Mr. BAER. At this time I would like to call Mr. Hinnen.

JOHN HINNEN was recalled as a witness by and on behalf of the Respondent, having been previously duly sworn, resumed the stand and testified further as follows:

Direct examination by Trial Examiner MYERS.

Q. Will you take the stand, Mr. Hinnen? You have already been sworn and you will not have to be sworn again.

A. Yes, sir.

By Mr. Baer:

Q. Your name is John Hinnen and you have previously testified in this proceeding, is that right?

A. Yes, sir.

4253 Q. Mr. Hinnen, do you know the number of employees of the Keystone Steel & Wire Company that were working for the Keystone, the respondent company, Keystone Steel & Wire Company, excluding officials, foremen, supervisory employees, office clerical help and watchmen as of April 8, 1944?

A. Yes, sir.

Q. What is that number of employees, excluding the four groups or five groups that I mentioned?

A. 1388.

Q. Do you know what the number of the same class of employees of the company is on this date?

A. Yes, sir.

Q. Will you state that number?

A. 1371.

Q. What was the number of the same class of employees of this respondent company about one year ago—strike the word, "about"—one year ago this time?

A. I did not make an exact check on that. It is approximately 1488. It might be two or three either way from that.

Q. 1488 is the approximate number?

A. Yes, sir.

Q. And does that exclude officials, foremen, supervisory employees, office clerical help and watchmen?

A. Yes, sir.

4254 Q. Do you know what the number of the same class of employees of this respondent company was two years ago?

A. I made a mistake back there. I read from the wrong figure on the other.

Q. You mean of a year ago?

A. Yes. That should have been 1442.

Q. So that we get this correct, was it 1442 one year ago, that within a few employees either way, that is the approximate number?

A. That is right.

Q. And what is the number of employees of that same class two years ago?

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A. 1440.
Q. 1440?
A. Yes, sir.
Mr. Baer. That is all.
Trial Examiner Myers. Do you have any questions, Mr. Rosell?
Mr. Rosell. Yes, sir.
Trial Examiner Myers. Will you kindly proceed?

Cross-examination by Mr. Rosell:

Q. Do you have the figures, Mr. Hinnen, as to the number of those excluded by Mr. Baer, I mean, how many foremen and supervisors? Do you have those figures?
A. No, I do not.
4255 Q. Can you approximate them?
A. Well, I don't know what we have in the office. On the factory payroll there is about 80.
Q. Eighty what?
A. Excluded, including watchmen and supervisors.
Q. That would mean eighty persons are excluded as being in what category, watchmen, office clerical and supervisors?
A. No, the office people are not included in that eighty. That is your supervisory forces.
Q. I see. Then the eighty excluded would be supervisory, foremen, officials and watchmen?
A. Only those that are on hourly rate basis. We have not included any salaried employees in these figures.

By Trial Examiner Myers:

Q. You mean the eighty people who you say are in the category of excluded people do not include persons in those categories who are on a salaried basis?
A. That is right.

By Mr. Rosell:

Q. Then the eighty are all on an hourly basis, are they?
A. That is right. That is an approximate figure, as you understand.
Q. Yes. That is all I asked you for, was an approximate figure.
Mr. Baer. I might say that if Mr. Rosell is inter-
4256 ested in obtaining the exact number of the employees that he is inquiring about, we would be very

glad to have Mr. Rosell go down to the plant with Mr. Hinnen and go over the books in that regard.

By Trial Examiner MYERS:

Q. That figure of 80 is as of the present time?

A. That is right.

By Mr. ROSELL:

Q. Do you have any idea, can you approximate the number of clerical employees in the office, Mr. Hinnen, they are on a salaried, are they not?

A. Yes—well, we have about 150 in the office, I think. That is, including department heads and officials.

By Trial Examiner MYERS:

Q. As of the present time?

A. That is right.

By Mr. ROSELL:

Q. Do you have any idea of the number of watchmen in that figure of 80?

A. That is very considerable. Here in the last few years we put a large number on and our force is again reduced. I have an idea there are about 20.

Q. About 20 of the 80 excluded are watchmen?

A. Yes, sir.

Q. And would the 80 also include clerical employees who are not connected with the office directly like secretaries?

A. No.

Q. It does not?

4257 A. No.

Q. Then of the 80 about 60, I gather, would be supervisory employees, is that correct?

A. Yes, that is right.

Mr. ROSELL. That is all, Mr. Examiner.

Trial Examiner MYERS. Do you have any questions, Mr. Champion?

Mr. CHAMPION. No, sir.

Trial Examiner MYERS. Mr. Baer, do you have anything further?

Mr. BAER. Yes.

Redirect examination by Mr. BAER:

Q. Mr. Hinnen, regardless of who was excluded, and regardless of the number of employees that were excluded,

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the figures that you gave in answer to my questions as to the number of employees working for the respondent company on April 8, 1944, and the number you gave as of the present time, and as of one year ago, and of two years ago, all of those figures that you gave of employees was the number of employees, after excluding all officials, foremen, supervisory employees and watchmen and office clerical help, is that right?

A. That is right.

4258 Mr. Baer. The respondent rests.

Trial Examiner Myers. Mr. Champion, have you any rebuttal evidence?

Mr. Champion. No, sir.

Trial Examiner Myers. Have you any other witnesses that you wish to call?

Mr. Champion. No, sir.

Trial Examiner Myers. Have you any further evidence you wish to state?

Mr. Champion. No, sir.

Trial Examiner Myers. Have you any witnesses that you want to call, Mr. Rosell?

Mr. Rosell. No.

At this time this Board—I will ask the court reporter to mark these documents as Board's Exhibits Nos. 137 and 138 for identification.

(Thereupon the documents above referred to were marked "Board's Exhibits 137 and 138," respectively, for identification.)

Mr. Rosell. I am showing the exhibits of the Board for identification to counsel at this time.

4259 Trial Examiner Myers. Off the record.

(Discussion off the record.)

Trial Examiner Myers. On the record.

Mr. Rosell. Mr. Examiner, at this time I offer in evidence Board's Exhibits Nos. 137 and 138. In connection therewith I will ask Mr. Baer whether or not as counsel for the respondent he will stipulate that Board's Exhibit No. 137 for identification was sent to all employees, and that Board's Exhibit No. 138 was published in the newspaper on the date it bears, which——

Trial Examiner Myers. Wait, now. If you are going to ask for a stipulation, let us get it straight.

You mean, whether 137 was sent to all employees by the respondent?

Mr. ROSELL. That is right, sir.

Trial Examiner MYERS. And whether No. 138 for identification was published by the respondent?

Mr. ROSELL. That is correct.

Trial Examiner MYERS. Where?

Mr. ROSELL. In the Journal-Transcript, on the date it bears.

Trial Examiner MYERS. In the Peoria, Illinois, newspaper known as the Journal-Transcript?

Mr. ROSELL. The Peoria Journal-Transcript, Thursday, June 22, 1944.

4260 Trial Examiner MYERS. Let us get the stipulation straight.

Mr. BAER. The respondent is willing to stipulate that the document marked for purposes of identification as Board's Exhibit No. 137 was mailed to its employees on June 21, 1944, said exhibit being a two-page letter signed by R. E. Sommer, vice-president and general manager, and the respondent will further stipulate that the respondent caused to be published in the Peoria Journal-Transcript on Thursday, June 22, 1944, the contents appearing on the document marked for purposes of identification as Board's Exhibit No. 138.

Mr. ROSELL. Thank you.

Trial Examiner MYERS. Do you so stipulate, Mr. Rosell?

Mr. ROSELL. Yes, sir, Mr. Examiner.

Trial Examiner MYERS. Do you so stipulate, Mr. Baer?

Mr. BAER. Yes, sir.

Trial Examiner MYERS. I suppose you do not have any knowledge, and therefore I am not going to ask you, Mr. Champion.

Mr. CHAMPION. No, sir, but we are making no objection to the offer.

Trial Examiner MYERS. Do you have any objection to the receipt in evidence of Board's Exhibits Nos. 137 and 138, Mr. Baer?

4261 Mr. BAER. No, sir.

Trial Examiner MYERS. There being no objection the papers are received in evidence, and I will ask the reporter to please mark them as Board's Exhibits Nos. 137 and 138, respectively.

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(The documents heretofore marked "Board's Exhibits Nos. 137 and 138," respectively, for identification were received in evidence.)

Mr. ROSELL. That is all from the Board.

Trial Examiner MYERS. Now, has the Board any further witnesses that you wish to call?

Mr. ROSELL. No, sir.

Trial Examiner MYERS. Or any other evidence that you wish to submit?

Mr. ROSELL. No, sir.

Trial Examiner MYERS. Has the union any witnesses it wishes to call?

Mr. BAILEY. No, sir.

Trial Examiner MYERS. Has the union any evidence it wishes to submit?

Mr. BAILEY. No, sir.

Mr. BAER. Which union, the C. I. O.?

Trial Examiner MYERS. I mean the C. I. O., the charging union in this case.

Now, has the respondent any other witnesses it
4262 wishes to call?

Mr. BAER. The respondent rests.

Trial Examiner MYERS. Outside of the 919?

Mr. BAER. That it all.

Trial Examiner MYERS. Has it any other evidence it wishes to submit?

Mr. BAER. No, sir.

Trial Examiner MYERS. Has the intervener any other witnesses it wishes to call?

Mr. CHAMPION. No, sir.

Trial Examiner MYERS. Has the intervener any other evidence which it wishes to submit?

Mr. CHAMPION. No, sir.

4371 *Board Exhibit 9*

INDEPENDENT STEEL WORKERS ALLIANCE
BARTONVILLE, ILLINOIS

May 5, 1939.

Mr. O. S. SMITH,
Field Examiner,
National Labor Relations Board,
20 North Wacker Drive, Chicago, Illinois.

DEAR MR. SMITH: Enclosed you will find the material requested to aid in your investigation of our Union, in

regard to our application for certification as a bonefide labor organization.

I find, after diligent search, that we have in our files, no records, of any nature, pertaining to contracts or agreements which were in effect at the plant of the Keystone Steel & Wire Company prior to our organization.

Please feel free to call upon us, if there is any additional information or material required, or we would be pleased to have you make a personal investigation of our files, membership records, etc., if you wish.

Sincerely yours,

INDEPENDENT STEEL WORKERS ALLIANCE.
BRUCE F. HOGUE, *President.*

BFH:J.

4372 *To All Plant Employees:*

As a result of several conferences between committees of the Independent Steel Workers' Alliance and the Management pertaining to work hours and other working conditions as the same shall affect plant employees, the Management announces the following as its policy.

1. A normal force will consist of a reasonable number of maximum force of men employed at any one time in a department; such force will be increased if and when required as new equipment is added and likewise be decreased as old equipment is abandoned. Also, as vacancies occur in the normal crew, regardless of their nature, the normal crew will be kept at proper quota by moving men up according to their seniority, who are qualified by ability, reliability and fitness for the work.

2. The equitable distribution of hours as herein referred to shall be based upon four-week periods or as nearly so as is possible.

3. A maximum average of 40 hours per week and a minimum average of 24 hours per week will constitute a work week except in departments where time is shared or where a fixed crew is necessary to operate a department.

4. In the event that 40 hours per week is not available for all members of the normal working force in any department, time shall be distributed as follows:

(a) Thirty-two hours may be given to all members of the normal working force, and if more work is available

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after this has been done, senior members who are qualified, in turn, shall be given the additional work.

(b) If less than 32 hours are available for all members of the normal working force, 24 hours per week shall be given to all members of the normal working force in each department and if more work is available after this has been done, qualified senior members, in turn, shall be given this work each week.

(c) In the event that less than 24 hours are available for all members of the normal working force, qualified senior members, in turn, in such departments shall be given 24 hours per week as far as possible.

5. When all qualified members of the normal working force are working 40 hours or more per week in any department, additional employees may be added as needed.

6. In the event that members in any department are working the minimum of 24 hours per week with the normal working force employed, as more work becomes available, qualified senior men shall receive 32 hours per week, in turn, until all members of the normal working force have received 32 hours per week. When this has been
4373 done, and there is still more work available, qualified senior members, in turn, shall be given 40 hours per week until all members of the normal working force shall receive 40 hours per week. When all members of the normal working force have received 40 hours per week and more work is available, qualified senior members may receive additional work each week in turn until all members of the normal working force have received an average of 40 hours per week, for the current fiscal year, unless contrary to State or Federal regulations.

7. Except in emergencies due to breakdown, etc. forty-eight hours in any one week beginning and ending each Sunday at 7:00 a.m. shall constitute the maximum number of hours which any member of the normal working force may work, regardless of whether such member has an average of less than 40 hours per week or not.

8. Any member who works more than eight hours in any one day, or 6 days in one week, will be paid time and one-half for all overtime in excess of eight hours per day, or 6 days per week, regardless of the number of hours per week he has received.

9. Any member who has an average of 40 hours per week during the current fiscal year, shall be paid at the rate of time and one-half for all time in excess of 40 hours in any week in which overtime occurs.

10. No member of the normal working force in any department will be demoted or laid-off in order to allow a senior member to make up lost time. No senior member shall be permitted to work six days in any week until every member of the normal working force in his department has had an opportunity to work 40 hours, excepting that when a member of his department who is short of a 40-hour week is unqualified for the work available; then the work shall be given to the next man in line of seniority who is short of a 40-hour week and who is qualified. Inequalities in hours caused by the foregoing provision will be adjusted by the Management as soon as opportunity permits.

11. Any qualified member of the normal working force, who has not received an average of 40 hours per week since the period beginning July 1 of the current fiscal year, may work six days per week at straight time until he has received an average of 40 hours per week for the period ending June 30 of the same fiscal year, unless contrary to State or Federal regulations.

12. If and when it is necessary to drastically reduce operations, the nature of the orders received as to shipping dates, etc. will determine how the department shall operate.

13. In the event that a member of the normal working force loses time, of his own volition or because of sickness, he shall only be allowed to make up such lost time, at the discretion of the Foreman, after all other employees in his department, qualified to do his work, have an average of 40 hours per week, for the current fiscal year.

KEYSTONE STEEL & WIRE COMPANY.
By REUBEN E. SOMMER, *Gen. Mgr.*

4374 INDEPENDENT STEEL WORKERS ALLIANCE

Minutes of meeting of the Temporary Committee on Wages and Working conditions of the Independent Steel Workers' Alliance with the Management of the Keystone Steel & Wire Company at the offices of the Company, at 10:00 A. M., Wednesday, April 28, 1937, with the following men present:

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B. F. Hogue, Temporary Chairman of the Alliance.

Paul Cantrall, Temporary Vice Chairman of the Alliance.

Earl Lowman, Temporary Secretary-Treasurer of the Alliance.

Jerry Moran, Temporary Chairman of the Committee on Wages and Working Conditions.

Vernon Auld.

John Elmore.

Ross White, Members of the Temporary Committee.

J. Mahannah, Temporary Assistant Secretary of the Alliance.

R. E. Sommer, General Manager of the Keystone Steel & Wire Co.

D. P. Sommer, General Superintendent Keystone Steel & Wire Co.

B. F. Hogue. "This group of men are meeting with you today as representatives of the Independent Steel Workers' Alliance, and is in line with the letter mailed to you last Tuesday, in which we set forth that the majority of the employees of the Keystone Steel & Wire Company are members of our organization."

"At a meeting of the Independent Steel Workers Alliance, yesterday afternoon, this Committee was authorized to meet with the management to draw up certain rules, contracts and agreements, and to secure extensions of rules, contracts or agreements which have been in effect between the management and the employees, as a temporary measure until such time as our organization has held an election of officers. We have adopted a Constitution and By-Laws, and our organization is entirely legal. As we are now operating under temporary officers, we do not want to commit ourselves to long term agreements, or anything which would involve our new permanent or elected officers in anything which would be done at this time."

J. Moran [Chairman of Committee]. "I see no reason, since ours is to be a permanent organization, why they could not come to some terms which would be effective until May 15th, and which would be changed or extended as may be advisable at that time."

B. F. Hogue. "Are you willing to recognize the Inde-

pendent Steel Workers' Alliance as a representative body, competent and qualified to represent the employees?"

D. P. SOMMER. "Under the terms of the Wagner Act, we are required to recognize this organization."

B. F. HOGUE. "That means that you do."

R. E. SOMMER [Respondent's Vice-President and General Manager]. "As long as we have reason to believe that your organization represents the majority."

B. F. HOGUE. "The Independent Steel Workers Alliance ask for sole bargaining rights and privileges for all of the workers at Keystone."

D. P. SOMMER. "The management of this company recognizes the Independent Steel Workers' Alliance as the sole bargaining agency for its employees, and will continue to do so as long as they represent the majority of the employees."

4375 B. F. HOGUE. "Our counsel has advised us to organize fairly and equitably, and not to take unfair advantage of any competitive organization. We have followed this advice to the letter. We have been handicapped in our organization work by not having the use of plant bulletin boards. Our counsel advised against our asking for the use of these boards before we had secured sole bargaining rights, because if any other organization were denied the same right, they would have a case for the National Labor Board. We have not used these boards for that reason. Now we have a majority membership, and we can ask you for the use of plant bulletin boards for posting information for the use or benefit of our members."

D. P. SOMMER. "We see no reason for objecting to your use of the boards."

D. P. SOMMER. "You are now asking for the use of certain bulletin boards in the plant for the purpose of posting notices for the information of your members?"

B. F. HOGUE. "Yes."

J. MORAN. "I think that should read to say that the company would place boards in the most advantageous places."

D. P. SOMMER. "No, we could not do that."

J. MORAN. "I don't think the boards should be in the Gate Office."

BLEED THROUGH – POOR COPY

B. F. Hogue. "There are boards throughout the plant which could be used."

D. P. Sommer. "We are willing for you to post notices on any of the bulletin boards that we now have."

E. Lowman [Secretary-Treasurer of Alliance]. "I would like to ask that the company allow no other labor organization to use the bulletin boards."

B. F. Hogue. "We have sole bargaining rights now, and no other organization would have any right to use them. Our counsel informs us that you have a legal right to refuse the use of these boards to any other organization."

D. P. Sommer. "We would exercise that right."

B. F. Hogue. "We have abandoned our Safety Committee. We ask that the management continue to maintain at all times, a safe and sanitary plant for their employees to work in, as far as possible, and also that the work formerly accomplished by the Safety Committee be carried on. Much good has been done by this committee in the past."

R. E. Sommer. "It certainly will be the policy of the company to continue every safety activity which we have had in the past. In the first place, it is only good business, and most important of all, you are saving the lives and limbs of the workmen."

D. P. Sommer. "We had a Safety Committee before the K.E.A. and we will continue to have one. After we have had time to work out an outline of a plan for carrying on this work, we will ask our Safety Director, Mr. Speight, to go over that plan with any committee which your organization might designate to confer with him."

B. F. Hogue. "This Committee is known as the Wages and Working Conditions Committee, and this Committee is qualified to handle such matters as Safety or Working Conditions. I presume that they would want to deal directly with you in case of any magnitude, instead of Mr. Speight."

4376 D. P. Sommer. "Any case that you feel that we could handle, we will be glad to meet with your committee at any time. It is dollars in the pocket of every employee if you can keep our accident costs down."

B. F. Hogue. "The present application of Seniority

should be continued until due notice of any change is given by either party."

D. P. SOMMER. "The question of Seniority in the plant is a very well established practice and it is known by all employees. The Management sees no reason to change the Seniority setup at this time, and if in the future they should want to make some change, it will only be after due notice and consideration by the interested parties."

R. E. SOMMER. "Do we know who are on your committees, and what committees you have?"

B. F. HOGUE. "Reuben, for your information, we have a Seniority Committee, a Rules, Ways and Means Committee and this committee on Wages, Working Conditions and Safety. How about the agreement whereby a man is allowed two hours pay when he reports for work and there is no work for him?"

D. P. SOMMER. "The Management now has a clearly defined policy with regard to wages, seniority rights, safety and other working conditions. It is the intention of the management to continue this policy exactly as it has been in the past, unless at some future time it is found necessary or advisable to make changes in this policy."

B. F. HOGUE. "Will you give us a check-off system of collecting dues?"

D. P. SOMMER. "No. If you will think this thing through, you will not ask for a check-off."

R. E. SOMMER. "I think it is to the advantage of your organization not to have a checkoff for this reason. You have had a live organization here, because the officers really worked on their jobs. If the dues were coming in every month regardless of the service performed for your members, it might cause a tendency in the officers to let down, and not be so anxious to perform their duties efficiently, which would weaken your organization."

PAUL CANTRALL. "What is your objection to a check-off?"

D. P. SOMMER. "One objection is the expense it would put us to. But the real reason is that I think we are treading on dangerous ground until we know what the attitude of the Labor Board is in this respect. No other company has done it as yet."

B. F. HOGUE. "We want to get a statement to post on

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the bulletin boards. We want to do that now because you must pay us for our time here today."

D. P. SOMMER. "You may be mistaken there."

D. P. Sommer read the paragraph of the Wagner Act which says an employer is permitted to pay employees for time Lost From Their Work in meeting with the management for the purpose of representing their members. It says the management is permitted to pay, but does not say they must pay.

D. P. SOMMER. "I think it will be the policy of the company to pay for this time under the conditions outlined in the Wagner Act. A special time card must be rung in and out, so that we will have an accurate record of this time."

4377 Meeting adjourned.

(Signed) EARL LOWMAN,
Sec. Treas. Pro Tem.
By J. MAHANNAH,
Temp. Asst. Sec.

4378 INDEPENDENT STEEL WORKERS' ALLIANCE
ANNUAL REPORT OF THE SECRETARY-TREASURER

Fellow Members:

The following report, covering the first year of our organization, in which we experienced several months of very good business and several months of shutdown and poor business, shows that we have established our Alliance in a good sound financial condition, with almost 100% of the available membership as dues paying members. Our financial report for the year is as follows, as of April 1, 1938.

Receipts

Received from dues, fines and initiation fees	$4,296.90
Received from sale of amplifyer	245.00
Received from dance, gross receipts	198.00
Received from baseball fund	228.25
Received from rent of hall	6.00
Total receipts from all sources	4,974.43

Disbursements

Paid for salaries of Officers and Committeemen	2,092.64
Paid hall rent	252.50
Paid bills approved by the General Committee	1,030.37
Total disbursements for all purposes	3,375.51
Balance, cash on hand, in Bartonville Bank	1,598.92

In addition to the case we have in the bank, we have purchased and own free of all encumbrance, the chairs we have in the hall, and all of our office furnishings, including a new Royal typewriter and a used adding machine, purchased by permission of the General Committee.

Our membership now consists of 1596 members, of whom 1266 are active members and 330 are withdrawn members on account of having been laid off. Of the 1266 active members, all but 58 have signed dues deduction cards and are having their dues deducted under the check-off system. Of the 1266 members who are active, we have 19 who are delinquent in the payment of their dues. Their names are as follows: I. Robbins, G. Strantz, J. Westlake, L. Frazee, H. Bruninga, H. Badger, I. Brooks, E. Varble, W. Schwin, C. Prather, O. Jacobs, A. Gebhardt, C. Forney, J. Marzahn, G. Toennigs, H. Griffiths, R. Redard, Geo. Akers, J. Kinder.

4379 We are proud of our record of paid membership. We know of no other labor organization of this size having such a small percentage of delinquent members. Almost 98% of our membership are paid up to date.

There are a few men who have not joined our organization who are working at Keystone and are eligible for membership. Their names are as follows: Leo Badur, John Danzeiser, John Lang, Russell Strantz, Fred Kelly, Walter Hodgkins, M. J. Kelly, Fred Swanson, Ralph Stewart, Willis Reader, Jack White.

During the past year, we suffered the loss of some of our loyal members by death. I would at this time, request the membership to stand while I read the names of these comrades who have passed from this life. After I have finished reading these names, let us stand in silence for one minute, in tribute to our departed members.

The names are: Donald Spence, Pete Smith, Jacob Morris, Harry McCabe, Geo. Gottlieb, Arthur Dillon, Frank Derris, Homer Chitwood, A. D. Cantrall.

Let us work to keep our organization sound and strong and free from selfish outside influences. I wish to compliment our membership for the wonderful support given to the officers and committeemen during the past year.

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Without the support of these loyal members, the growth and health of our Alliance would not have been possible.

(Signed) Earl Lowman, *Sec. Treas.*

4380 I.S.W.A. News Flashes

August 24, 1938.

ELECTION NOTICE

There will be a special referendum vote of the entire membership of the Independent Steel Workers' Alliance at the Alliance Hall over the Kroger Store, in Bartenville, Tuesday, August 30, 1938. Polls will be open from 6:00 a.m. to 5:00 p.m.

The purpose of this referendum is to decide the question of purchasing the building now owned by Joe Tabernacki, which is located on Terminal Street in Bartonville. In the event this building is purchased by the Alliance, it would be used as a meeting hall and office for the Alliance.

Because of the fact that our present headquarters will soon be moved away, the General Committee in special session, received proposals from three members, regarding the sale of lots or buildings. After hearing the proposals, the General Committee instructed The Rules Committee to inspect the Tabernacki building, near the Terminal tracks at South Bartonville. The Rules Committee were instructed to investigate the terms of purchase, and whether or not the building was suitable for our purpose.

After inspecting the building and discussing terms with Mr. Tabernacki, owner of the building, and Mr. Fishel of the Bartonville Bank, the Rules Committee, by majority vote, decided to recommend the purchase of this building by our Alliance. The purchase price is $3,000.00 for the building, including the furnishings in one upstairs apartment. The Rules Committee estimated that repairs to the extent of $350.00 would be necessary to put the building in good condition.

The plan proposed to finance this purchase, is to pay $1,000.00 from Alliance funds, and then to borrow $1,000.00 from the Bartonville Bank upon first mortgage, for a term of five years, with interest at 6%. The remaining $1,000.00 of the purchase price would be carried by Mr. Tabernacki upon second mortgage, for a term of three years, with

interest at 6%. Such interest upon both mortgages to be reduced proportionately as the principal is paid. Plan of payment is to lay aside $75.00 per month, $10.00 of which would go to pay interest. Semi-annual payments of $300.00 or more will be made upon the principal, if the building is purchased.

We should have a regular income from rental of apartments, but we will be faced with costs of heat, light, water, telephone, taxes, insurance, etc. This is a 14 room building and should serve our purpose well.

Pursuant to a motion passed by the General Committee, Monday, August 22, 1938, for a referendum vote of our members upon this question, the Rules Committee have set Tuesday, August 30, 1938 at the Alliance Hall in Bartonville as the time and place of such referendum election. Polls open at 6:00 a.m. Close at 5:00 p.m. Every Member of the Alliance is Expected to Vote.

4381 INDEPENDENT STEEL WORKERS ALLIANCE
ANNUAL REPORT OF THE SECRETARY-TREASURER

The following report, covering the second year of our organization indicates that we continue to be in excellent financial condition. Our membership is still above 90%. Several members withdrew the early part of this year and then returned, either by paying the initiation fee or the necessary fines.

The records of the office of the Secretary-Treasurer are open to all members, an examination will be welcomed at any time.

There are many duties taken care of by this office, that most of the members are not familiar with, such as social security. Any person that receives any salary, no matter how small, must be reported to the Government and taxes paid. This also is true of the State Unemployment Fund. Each month there are from 25 to 35 checks to write for salaries. These include officers, committeemen and auditors committee, the girl for cleaning hall, the boys for distributing Alliance News and any other work, such as carpenter or painter, which was extra help, all of this being Okayed by the General Committee.

Records of minutes of all Committees are kept on file. This is quite a job when you realize how many meetings

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the seniority, Wage and Rules Committees have each year. There have been times when time was lost from work, for example the meeting with Mr. O. S. Smith of the National Labor Relations Board, with whom the President and Secretary met to discuss the Alliance application to the N.L.R.B. for certification.

Every three months, records are examined by the Auditing Committee. The financial report that you will hear later being compiled from these reports for the year.

Practically all seniority cases require the examination of records of the Employment Office for data concerning starting dates with the company, when they start in departments, reasons for transfers, quits or why members are laid off.

All Committee meetings require the sending of notices, which we have tried to do most convenient to all concerned, and minutes kept on file of all meetings. All of these Committees are to be commended on their good work during the past year. Without their support, the continuation of our high percentage of membership and the health of our organization would not be possible.

Words in this report cannot give either the President, B. F. Hogue or the Vice President, Nat. Clifton, the credit they deserve.

We have, at my request, $1,000 on deposit in the Bartonville Bank on interest and so protected that it requires the signatures of three officers before any amount can be withdrawn. Also, at my request, the Secretary-Treasurer is bonded to the amount of $2500.00. All office equipment and other belongings of the Alliance are fully covered by insurance.

(Signed) Earl Lowman, Sec. Treas.

4382 ANNUAL REPORT OF THE SECRETARY-TREASURER

April 1, 1938 to March 16, 1939

Receipts

Received from dues, fines and initiation fees	$3,792.24
Received from dance	193.85
Received from rent of hall	10.00
Total receipts	3,986.09

Disbursements

Paid salaries of Officers & Committeemen	2,426.13
Paid rent of hall	265.00
Paid Bills Okayed by General Committee	532.74
Paid Orchestra for dance	100.00
Paid for new office	250.74
Donation to Red Cross, So. Pekin Tornado	50.00
Special donation to B. F. Hogue	100.00
Total disbursements	3,724.61
Gain for year	261.48
Cash in Bartonville Bank March 16, 1939	1,860.40
Cash in Bartonville Bank April 1, 1938	1,598.92
Gain for year	261.48

4383 I.S.W.A. News Flashes

SPECIAL NOTICE

April 7, 1939.

The Annual Meeting of the Alliance will be held at the Alliance Hall, in Bartonville, Illinois, Monday afternoon, April 17, 1939, for the purpose of reading the Annual Reports upon the state of the Alliance, as provided in our constitution and bylaws.

(Signed) Bruce F. Hogue, *President.*

Nominations for Department Committeemen should be held by each department as soon as possible. Most departments have held their meetings and nominated their candidates for Committeemen.

Those Departments who have not yet conducted their nominations should do so at once. Make arrangements for your meeting now.

The General Committee, in their April meeting, nominated the following candidates for officers of the Alliance, and these names will appear upon the Official Ballot at the Annual Election on Tuesday, May 2, 1939:

For President: Bruce F. Hogue, Herbert Moore, Mike Sigmund, Frank Hess.

For Vice President: Paul Cantrall, Charles Ball, O. B. Lee.

For Secretary-Treasurer: Earl Lowman, James Mahannah.

No further news is available as yet on our petition to the N.L.R.B. to certify the Alliance as sole bargaining agent at Keystone.

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The Wage Committee has been busy with cases concerning the Scrap and Galvanizing Departments. Conferences were held with the Management last week on these matters.

A changed condition of work in our Switchmen & Enginemen Dept. is under negotiation with the Management, and another conference will be held after the men in the department have been polled regarding this matter.

Don't forget the opening game of the Red Brands in the Sunday Morning League. Watch the papers for the opening date. We want 2,000 boosters on hand for this game. Make your plans to attend now.

game. Make your plans to attend now.

4384 Minutes of Meeting of the Rules, Ways and Means Committee of the Independent Steel Workers' Alliance at the Alliance Office, Monday, June 21, 1937 with the following men present: Harry James, Chairman; Wm. McGowan, John Elmore, Earl Lowman, B. F. Hogue.

Harry James, Chairman, called the meeting to order. The cases of H. Brown and H. Koepple, of the Rod Dock, were discussed. These men are listed as foremen and it was decided unanimously that they are ineligible for membership in the Alliance on that account.

After discussion of the case of Elmer Lofgren of the Rod Mill who has applied for membership, it was decided unanimously to return his application and inform him that he is ineligible for membership on account of being a foreman. He has not paid any fee or dues.

After the case of Frank McGowan of the Steel Plant was discussed, it was decided to return his application and the money he has paid in consideration of the fact that he is a foreman.

The case of Chester Strantz, of the Galvanizing Department was discussed and it was decided to return his money and application and remove his name from the membership rolls until such time as he is not a foreman.

The case of the rollers and heaters at the Steel Plant was discussed and it was decided unanimously that they are eligible members.

The case from the Barbwire Department involving two men who leave to follow carnivals every summer was discussed. Joe Wright has left the plant without a leave

of absence and is marked "Quit" in the Employment Office. If he is rehired he will lose his seniority. H. Hampton will suffer the same penalty if he leaves without a leave of absence.

The Secretary presented some applications for membership which have never been paid. Neither fee or dues have been paid. The Committee decided that these men should be notified to pay up by July 1, 1937 or they would be charged the $3.00 initiation fee.

It was decided that men who were off sick and did not have a chance to join the Alliance at the 25¢ rate, should be allowed to join for the 25¢ fee if they make application within 30 days after their return to work.

It was decided that private secretaries of officials of the company should not be eligible for membership in the Alliance.

Meeting adjourned.

(Signed) EARL LOWMAN,
Secretary-Treasurer.
By J. MAHANNAH.

4385 *Board Exhibit 11*

PLAN OF KEYSTONE EMPLOYEES' ASSOCIATION,
PEORIA, ILLINOIS
1934

4386 Plan of Keystone Employees' Association

As approved by the Temporary Committees elected by the Employees from their respective Departments and presented to the Management of the Company which has been approved by them.

Principles of Representation

In order to give the employees of the Company a voice in regard to the conditions under which they labor, and to provide an orderly and expeditious procedure for the prevention and adjustment of any future differences, and to anticipate the problem of continuous employment as it will present itself through trade fluctuations and other conditions, a method of representation of employees is hereby established.

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The representation of employees, as hereinafter provided, shall in no way discriminate against any employee because of race, sex or creed, or abridge or conflict with his or her right to belong or not to belong to any lawful society, fraternity, union or other organization.

4387 I

Representation

1. Representation shall be by Departments on the basis of three Representatives for each Department. The Representative receiving the highest vote will be a member of the General Committee.

2. Wherever it is necessary for the purpose of applying the unit of representation to group small Departments, regard shall be had to logical groupings and location.

3. Adjustments in units of representation shall be made in accordance with the recommendations of the Joint Committee on Rules.

II

Terms of Representatives

1. Representatives shall be elected for a term of one year, and shall be eligible for re-election.

2. A Representative may be recalled upon the approval of the Committee on Rules of a petition signed by two-thirds of the voters in his department.

3. A Representative shall be deemed to have vacated office upon severance of his relations with the Company, or transferred from one voting unit to another, or upon his appointment to such a regular position as would bring him within the meaning of Paragraph 3, Section III, entitled "Qualifications of Representatives and Voters."

4. Vacancies in the office of Representative, for which there is no alternate, may be filled, for the unexpired term, in the discretion of the Committee on Rules, by special elections conducted in the same manner as the general elections.

III

Qualifications of Representatives and Voters

1. Any employee who has been on the Company's
4388 payrolls for a period of at least one year immediately prior to nominations; who is twenty-one years of age or over, and who is an American citizen,

shall be considered qualified for nomination and election as a Representative.

2. All employees who have been on the Company's payrolls for a period of at least sixty (60) days immediately prior to nominations, and who are eighteen years of age or over, shall be entitled to vote.

3. Company officials and persons having the right to hire or discharge, or holding regularly a purely supervising position, shall not be eligible as Representatives or qualified to vote for Representatives.

4. All members of the Keystone Employees' Association shall be furnished with membership cards (in duplicate) by their Representatives properly signed with the understanding that the original is to be given to the member and duplicate to the Association secretary for his record.

IV

Nominations and Elections

1. Nominations and elections shall be held annually in the month of November. Nominations shall be held on the second Monday and elections on the following Friday of the month named. In the event of either of these days being a holiday the day immediately following shall be substituted.

2. The nominations and elections shall be conducted by the employees themselves, in accordance with rules and regulations prescribed by the Committee on Rules, with only such assistance from the management as may be required.

3. Nominations and elections shall be by secret ballot and so conducted as to avoid undue influence or interference with voters in any manner whatsoever, and to prevent any fraud in the casting or counting of ballots.

4389 4. On the day of nominations, each duly qualified voter shall be furnished with a ballot stating the number of persons for whom he is entitled to vote, on which he shall write the name or check number of the persons in his Department, or unit, whom he desires to nominate as Representatives.

5. A voter may place in nomination twice the number

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of Representatives to which his Department or unit is entitled.

6. If on any ballot, the same name is placed in nomination more than once, it shall be counted but once.

7. Should the number of persons nominated on any ballot exceed the permitted number as stated on the ballot, the ballot shall be void.

8. There shall be three persons nominated for every person to be elected.

9. Those who have received the largest number of votes up to three times the number of Representatives to be elected shall be declared nominated, and shall be candidates for election.

10. Candidates failing of election shall stand as Alternates in the order of the number of votes received and become Representatives as need may arise through vacancies or increased forces.

11. On the day of elections, each duly qualified voter shall be furnished by the Committee on Rules with a ballot on which the names of the candidates shall be printed in the order of number of votes received at nominations. The voter shall indicate his preference by placing a cross (X) opposite the names of the candidates of his choice.

12. Candidates to the number of Representatives to which a Department or unit is entitled may be voted for and this number shall be stated on the ballot. If this number is exceeded, the ballot shall be void.

4390 13. Each voter shall deposit his own ballot in a box provided for the purpose by the Committee on Rules and the ballots shall be counted under the direction and supervision of said Committee. The candidates receiving the highest number of votes shall be declared elected.

14. In the event of a tie, seniority in the Company's employment shall determine the choice.

15. In the event of a controversy arising concerning any nomination or election, it shall be referred to and decided by the Committee on Rules.

16. The Committee on Rules may make such provision as they may consider necessary for assisting any voter who may so request, in properly marking his ballot.

V

The Company Shall Appoint a Management's Representative

The Management's Representative shall keep the Management in touch with the Representatives and, represent the Management in negotiations with the Representatives, their officers and Committees. He shall respond promptly to any request from Representatives, and shall interview all of the Representatives, from time to time, with reference to matters of concern to employees.

VI

Committees

1. After each annual election, the Representatives shall immediately meet for the purpose of electing a Chairman, Vice-Chairman, Secretary, Assistant Secretary, a General Committee, and Committee on Rules, and for selecting members of such other Committees as are found necessary by the Committee on Rules for the consideration of the following subjects:

4391 (a) Rules, Ways and Means.

(b) Wages, Employment Schedules and Working conditions.

(c) Safety, Health, Plant Sanitation and Welfare Activities.

(d) Committee on Appeals.

2. The General Committee shall consider all matters not falling within the scope of any other Committees herein provided for, and the Chairman and Secretary of the Representatives shall be members of the General Committee. This Committee when jointly composed shall act as a Committee on Appeals.

3. Each Committee shall be composed of four (4) members and the Chairman or Vice Chairman and the Secretary of the Association.

4. Vacancies on Committees shall be filled at a regular meeting of the Representatives.

5. Joint Committees shall consist of the Committee of the Employees' Representatives with the addition of the Company's Representative named by the Management, except when necessary to have more members of the management present by request of the Committees.

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6. The Joint Committees shall select their own officers and arrange their own procedure, subject to appeal, in case of controversy, to the Joint Committee on Rules.

7. Wherever the word "Committee" is used throughout this instrument, it shall mean a Standing Committee of Employees' Representatives unless a "Joint Committee" is specified.

VII

Committee Meetings

1. Regular meetings of Committees shall be held once a month.

4392 2. On alternate months, the Committees shall meet as Joint Committees.

3. Committees shall meet between the hours of three and five in the afternoon, unless othewise arranged for on joint approval of the Chairman of the Employees' Representatives and the Management's Representative.

4. Special meetings of Committees and of Joint Committees may be held as occasion may require, on approval of the Chairman of the Employees' Representatives and the Management's Representative.

5. For time necessarily lost, through actual attendance, at regular or special meetings or conferences jointly approved, Representatives shall receive from the Company payment commensurate with their average earnings, if so requested.

6. Representatives shall have the right to appear before and be heard by a Committee considering matters of concern to the employees of the Department or unit they represent.

7. A Committee, when concerned with matters of special interest to any particular Department or class of employees, shall have the right of inviting into conference the Representatives of the Employees and of the Management likely to be specially interested in such matters.

8. Any matter may be referred by the Management through the Management's Representative to any Committee for consideration and report, and any matter may be presented by a Committee to the Management through the Management's Representative.

9. The Joint Committee on Rules shall arrange a suitable place for meetings of the Representatives, and of the

several Committees and Joint Committees, and the Company shall defray such expenses as are necessarily incident to the discharge of duties herein set forth, when approved by a majority of said Committee.

4393 VIII

Annual Conference

An annual conference between all of the Employees' Representatives and Representatives of the Management shall be held at a time and place determined by the Joint Rules Committee, who shall be in charge of the procedure at such conference.

IX

Procedure for Adjustments

1. Any matter which in the opinion of any employee requires adjustment, and which such employee has been unable to adjust with the Foreman of the work on which he is engaged, may be taken up by such employee, either in person, or through any Representative of his Department in writing.

First—With the Superintendents concerned,

Second—With the Management's Representative,

Third—With the Management, who shall endeavor to effect a settlement, or who may with the approval of all the parties refer the matter to proper Joint Committee.

2. Unless a satisfactory disposition of any such matter has been effected within a reasonable time, any employee through his Representative, or the Management through the Management's Representative, may require such matter to be referred to the General Joint Committee on Appeals by a request in writing addressed to said Committee, specifying in detail the matter requiring adjustment and the reasons which warrant its consideration by said Committee.

4394 The General Joint Committee on Appeals shall consider any such matter with reasonable promptness, at a regular or special meeting, and may adopt such means as are necessary to ascertain the facts and effect a settlement.

3. If a decision cannot be reached within the Joint Committee, they have the right to ask for a hearing before the Executive Committee or the Directorate of the Company;

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also, a further right to agree to arbitration by individuals selected by the two groups.

X

Guaranteeing the Independence of Representatives

It is understood and agreed that each Representative shall be free to discharge his duties in an independent manner, without fear that his individual relations with the Company may be affected in the least degree by any action taken by him in good faith in his representative capacity.

To insure to each Representative his right to such independent action, he shall have the right to take the question of an alleged personal discrimination against him, on account of his acts in his representative capacity, to any of the Superior Officers; to the General Joint Committee, and to the President of the Company.

Having exercised this right in the consecutive order indicated and failing a satisfactory remedy within thirty days, a Representative shall have the further right to appeal to the State Department of Labor or the Secretary of Labor of the United States. The Company shall furnish the said State Department of Labor or the said Secretary with every facility for the determination of the facts, and the findings and recommendations of the said State Department of Labor or the said Secretary shall be final and binding.

4395 XI

Amendments

Any method of procedure hereunder may be amended at any time by two-thirds vote of the entire membership of the Joint Committee on Rules, or by concurrent majority vote of the Employees' Representatives and of the Representatives of the Management at an annual conference.

4396 *Board Exhibit 12*

Constitution and By-Laws, Keystone Employees' Association, Peoria, Illinois, 1935

4398 Foreword

1. The Keystone Employees' Association was formed in 1933, by the Representatives of the Employees

in the many departments of the Keystone Steel & Wire Company.

2. Thad W. Mott was elected Chairman. William McGowan was elected Vice-Chairman. Earl Lowman was elected Secretary.

3. The Representatives met monthly for the purpose of transacting business.

Principles of Representation

The object of the Association is to represent the members in matters of dispute, to give members of the Association a voice in regard to the conditions under which they labor, and to provide an orderly and expeditious procedure for the prevention and adjustment of any future differences, and to anticipate the problem of continuous employment as it will present itself through trade fluctuations, and other conditions, and to take an active part in any social, athletic, or other form of entertainment, that would add to the happiness, health, and welfare of our members.

The representation of member employees, as hereinafter provided, shall in no way discriminate against any employee because of race, sex, or creed, or abridge or conflict with his or her right to belong, or not to belong to any lawful society, fraternity, union, or other organization.

The Association shall not discuss, or take part in politics at their meetings.

Chapter I

Qualifications for Membership

1. Any employee who has been on the Company's payroll for a period of 30 days shall be eligible for
4399 membership in the Keystone Employees' Association, subject to Section 4, Chapter I.

2. Application form for membership will be given an employee, by any member of his Department Committee, or any officer of the Association. Employee receiving application form will fill it out in a truthful manner, and return application form properly filled out to a Department Committeeman, or an officer of the Association.

3. The application then shall be presented to the Secretary, who shall read it at the first regular meeting of the Association for approval. If approved, a membership card will be issued to applicant, and the application will be

retained by the Secretary of the Association for membership record.

4. Company officials, and persons having the right to hire, or discharge, shall not be eligible for membership.

5. Any supervisor, or leader, shall be eligible for membership but shall not be eligible for a Representative, and shall not have the right to vote, or to attend any meetings.

6. In the event that an officer or Representative of our organization shall accept a temporary job as foreman, supervisor, or leader, he shall immediately become inactive as an officer, or Representative for the time that he holds the job as foreman, supervisor, or leader. The Committee on Rules, Ways and Means shall have the authority to notify the officer, or Representative holding foreman, supervisor, or leader job that he is inactive subject to the approval of the General Committee. The alternate shall act as Representative during the period that the Representative is inactive.

7. In the event that any member of the Association shall attempt to injure or belittle by word, or deed, the Association or any fellow member of the Association, the said member shall be suspended upon conclusive evidence furnished the General Committee. A hearing will be
4400 given the member to present his side of the case.

After hearing, the General Committee will decide by secret ballot, the guilt or innocence of the accused member. The Secretary will notify the accused member of the date of hearing.

8. Any employee who does not apply for membership, and who has been invited to do so by Department Committeemen, Association Officers, or members of the Association within a period of 60 days shall not be considered eligible for membership for a period of one year, from the date he requests application for membership to the Association, unless the General Committee decides the application shall be approved.

Chapter II

Terms of Representatives

1. Representatives shall be elected for a term of one year, and shall be eligible for re-election.

2. Any Representative may be recalled upon the approval

of the Committee on Rules, Ways and Means of a petition signed by two-thirds of the voters in his Department.

3. Any Representative shall be deemed to have vacated office upon severance of his relations with the Company, or transferred from one voting unit to another, or upon his appointment to such a regular position, as would bring him within the meaning of Chapter I Section 4, and Chapter I Section 5.

4. Vacancies in the office of Representative, for which there is no alternate, may be filled for the unexpired term, at the discretion of the Committee on Rules, Ways and Means, by special elections conducted in the same manner as the general elections.

5. Any Representative who under the influence of liquor attempts to transact business or in any way speaks for the man he is representing, shall be discharged as a Representative, after a fair trial, by the Committee on Rules, Ways and Means, subject to the approval of the General Committee.

4401 Chapter III

Qualifications of Representatives and Voters

1. Any member who is eighteen years of age or over, shall be entitled to vote, subject to Section 5 of Chapter I.

2. Any member who has been on the Company's payroll for a period of one year, prior to nominations, and who is an American citizen, and 21 years of age or over, shall be considered qualified for nomination, and election as a representative, subject to Section 5 of Chapter I.

3. Any member who has been convicted of charges under Section 7 of Chapter I, shall be ineligible for election as a Representative for a period of two years from date of his suspension.

Chapter IV

Nominations and Elections

1. Nominations and elections shall be held annually in the month of November. Nominations shall be held on the second Monday and elections on the following Friday of the month named. In the event of either of these days being a holiday, the day immediately following shall be substituted.

2. The nominations and elections shall be conducted by the employees themselves, in accordance with the rules and regulations prescribed by the Committee on Rules, Ways and Means with only such assistance from the Management as may be required.

3. Nominations and elections shall be by secret ballot and so conducted as to avoid undue influence or interference with the voters in any manner whatsoever, and to prevent any fraud in the casting or counting of ballots.

4. On the day of nominations, each duly qualified voter shall be furnished with a ballot stating the number of persons for whom he is entitled to vote, on which he
4402 shall write the name or check number of the persons in his Department, or unit, whom he desires to nominate as Representatives.

5. A voter may place in nomination twice the number of representatives to which his Department or unit is entitled.

6. If on any ballot, the same name is placed in nomination more than once, it shall be counted but once.

7. Should the number of persons nominated on any ballot exceed the permitted number as stated on the ballot, the ballot shall be void.

8. There may be three persons nominated for every person to be elected.

9. Those who have received the largest number of votes, up to three times the number of representatives to be elected, shall be declared nominated, and shall be candidates for election.

10. Candidates failing of election shall stand as Alternates in the order of the number of votes received and become Representatives as need may arise through vacancies or increased forces.

11. On the day of elections, each duly qualified voter shall be furnished by the Committee on Rules, Ways and Means, a ballot on which the names of the candidates shall be printed in the order of the number of votes received at nominations. The voter shall indicate his preference by placing a cross (X) opposite the names of the candidates of his choice.

12. Candidates to the number of Representatives to which a Department or unit is entitled may be voted for

and this number shall be stated on the ballot. If this number is exceeded, the ballot shall be void.

13. Each voter shall deposit his own ballot in a box provided for the purpose by the Committee on Rules, Ways and Means, and the ballots shall be counted under the direction and supervision of said Committee. The candidates receiving the highest number of votes shall be declared elected.

14. In the event of a tie, seniority in the Company's employment shall determine the choice.

4403 15. In the event of a controversy arising concerning any nomination or election, it shall be referred to and decided by the Committee on Rules, Ways and Means.

16. The Committee on Rules, Ways and Means may make such provision as they may consider necessary for assisting any voter who may so request, in properly marking his ballot.

17. In the event that the General Committee decides to send a delegate or delegates to any outside meeting or convention, these delegates shall be nominated and elected in a regular meeting or special meeting called for the purpose, all members of the Association having the right to attend this meeting; and any member of the Association that is in good standing shall be eligible to be elected as a delegate.

Chapter V

The Company Shall Appoint a Management's Representative

The Management's Representative shall keep the Management in touch with the Representatives and represent the Management in negotiations with the Representatives, their officers and committees. He shall respond promptly to any request for an interview from the Representatives, and shall interview all of the Representatives from time to time, with reference to matters of concern to employees.

Chapter VI

Officers and Committees

1. After each annual election the Representatives shall immediately meet for the purpose of electing a President,

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Vice-President, Secretary, and Sentinel. The President shall then appoint a Committee on Rules, Ways and Means, Wage Committee, Safety, Health and Sanitary Conditions Committee, and Seniority Committee, subject to approval by the General Committee.

2. Those committees shall consist of two Representatives from the Steel Plant and two Representatives from the Wire Mill on each committee. The President and Secretary shall be ex-officio members of all Association Committees.

3. No member may serve on more than one of the four committees, consisting of Rules, Wage, Safety, and Seniority Committees.

4. The President may appoint a member of those committees to serve on a special committee.

5. The President may appoint temporary committees for special subjects, subject to approval of the General Committee.

6. The President of the Association shall not be eligible for election for more than two consecutive years, to the office of President.

7. The Secretary may appoint an Assistant Secretary from the Keystone Employees' Association membership.

8. The general Committee shall consist of all the Representatives in session.

9. Joint Committees shall consist of any Association Committee with the addition of the Company's Representative, named by the Management, except when necessary to have more members of the Management, by request of the Committees.

10. Any Officer or Association Committeeman may be impeached and removed from office, upon conviction of charges filed with the General Committee, only by the following procedure:

(1) Filing of charges against the Officers or Association Committeemen.

(2) Calling of special session for hearing of charges within 15 days after charges were filed with the President or Secretary of the Association.

(3) After hearing the evidence the General Committee will immediately vote on the guilt or innocence of the accused officer or Association Committeeman.

(4) A vote of two-thirds of the General Committee removes the Officer or Association Committeeman.

(5) Voting shall be done by secret ballot.

4405 Chapter VII

Duties of Officers and Committees

1. The President shall preside at the meetings of the Association. He shall preserve order, enforce laws, and decide all questions of order, subject to an appeal to the Association.

2. The Vice-President shall assist the President in the discharge of his official duties, and fill his place in case of absence, death, removal, or resignation.

3. The Secretary shall issue all orders, keep membership records, keep a true account of business transacted, issue all notices, write and sign all orders pertaining to his office.

4. The Assistant Secretary shall assist in the preparation of all work under the supervision of the Secretary.

5. The Sentinel shall admit no one to an Association meeting unless he is a member or unless otherwise instructed by the President, also such other duties as the Association may direct.

6. The General Committee shall consider all matters not falling within the scope of any other committees herein provided for, and the President and Secretary of the Representatives shall be members of the General Committee. This Committee when jointly composed shall act as a Committee on Appeals.

7. The Committee on Rules, Ways and Means shall make all rules, and ways and means, subject to the approval of the General Committee, and shall handle such other cases referred to it, that do not conflict with the duties of the Wage, Seniority, or Safety Committees.

8. The Wage Committee shall handle such cases affecting disputes on wages that local committees are unable to adjust. This Committee will handle all wage cases of a general nature, subject to approval by the General Committee. This Committee will also handle such disputes on working schedules and agreements of a general nature, subject to approval of the General Committee.

4406 9. The Seniority Committee shall handle any cases referred to it that affects the seniority of a member,

in the event that the local committee has been unable to effect a settlement, subject to the approval of the General Committee.

10. The Safety, Health and Sanitary Conditions Committee shall handle all matters of plant health, safety, and sanitation, and shall make periodic inspections of the entire plant, and shall co-operate with our Company's Safety Director, to make our plant safe. No General Rules, shall be adopted without the approval of the General Committee.

11. In appointing a committee the first named member of the Committee shall be the Chairman, who shall appoint a secretary. The Chairman shall preside at the meetings of his committee. The secretary shall keep a true and correct account of business transacted, and records, and furnish a report of the Committee's activities to the Association's Secretary, not later than the last Monday of the month.

12. Vacancies on committees shall be filled at a regular meeting of the Representatives.

13. No committee, other than Department Committees, shall conduct a meeting, or transact business of the Association with less than three members present, unless the Association shall agree in meeting to the appointment of a lesser committee for a special subject.

14. When a Representative is absent from two monthly Representative meetings in succession without good cause, he shall stand suspended for the balance of the term and the alternate from his Department shall act as Representative from that Department, subject to the approval of the General Committee.

15. When a subject comes up between monthly meetings of an urgent nature, the President of the Association shall refer such a subject to the proper committee for immediate action.

4407

Chapter VIII

Committee Meetings

1. Regular meeting of the Representatives will be held the first Monday of each month, between the hours of 3:00 o'clock P. M. and 5:00 o'clock P. M., at the Steel Plant Conference Room, unless otherwise provided for by the Committee on Rules, Ways and Means.

2. In the event that the Company Representative should desire to discuss any subject with the Representatives at their regular meeting, the rules may be suspended and the Company Representative admitted, and when he has withdrawn from the meeting the regular business may be resumed.

3. No department meeting will be held legal, unless a quorum consisting of six or more members are present.

4. No meeting of Representatives will be held legal unless 50 per cent of all the Representatives are present.

5. Special meetings of committees and of Joint Committees may be held as occasion may require, on approval of the President of the Employees' Association, or the Management's Representative.

6. Representatives shall have the right to appear before and be heard by a Committee considering matters of concern to the member, or members of the Department or unit they represent.

7. A committee when concerned with matters of special interest to any particular department or class of members, shall have the right of inviting into conference the Representatives of the members, and of the Management likely to be interested in such matters.

8. Any matter may be referred, by the Management through the Management's Representative to the proper committee for consideration and report, and any matter may be presented by a Committee to the Management through the Management's Representative.

4408 9. Departmental meetings shall be held only when deemed necessary by the Department Committee.

Chapter IX

Procedure for Adjustments

1. Any matter which in the opinion of any member requires adjustment, and which such member has been unable to adjust, he shall then take the case to his Department Committee.

2. The Department Committee shall then take the matter up with the Foreman, with the member having the right to sit in on the discussion of the case.

3. In the event that no settlement of the case is effected with the Foreman, the case shall then be taken to the Department Superintendent.

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4. In the event that no settlement of the case can be effected with the Department Superintendent, the case shall then be taken to the Management.

5. In the event that no settlement of the case can be effected with the Management, the case shall then be given to the proper Association Committee who shall endeavor to effect a settlement.

6. In the event that no settlement can be reached by the Association Committee, they will turn the case over to the General Committee.

7. The General Committee shall consider the facts of the case and decide whether to take the case higher or dismiss it.

8. If the General Committee decides to take the case higher, the proper Association Committee shall take the matter to the Company's Executive Committee, and if necessary to the President of the Company.

9. When a subject has been approved by the Association it shall be illegal for any individual member or members, or Department Committee, to take an action contrary to the procedure approved by the Association.

10. In the event that no settlement of the case is made at this point the Association shall prepare a statement of the facts in the case and submit this
4409 statement to either the State Department of Labor, the Secretary of Labor of the United States, or to any Federal Labor or Mediation Board, competent to handle the case. The Company shall be advised of such action.

11. In the event that Section 10 of Chapter IX, is not used in effecting a settlement of the case, the Association and the Company shall submit the case to a board of arbitration. The Arbitration Board to consist of five members, two to be appointed by the Association and two by the Company, and the four members shall appoint a disinterested party as the fifth member.

12. In the event that a case is submitted to arbitration, or to the State Department of Labor, or the Secretary of Labor of the United States, or to a Federal Labor or Mediation Board, any submission approved by the General Committee for arbitration must be submitted within 30 days after approval. It is further agreed, that the findings of

the Arbitration Board, State Department of Labor, or the Secretary of Labor of the United States, or the Federal Labor or Mediation Board, shall be final and binding, on both the Company and the Association.

Chapter X

Amending By-Laws

Any method of procedure hereunder may be amended at any time, by two-thirds vote of the joint Committee on Rules, Ways and Means, when approved by the General Committee of the Association. This instrument shall not become effective until 30 days from date of approval by the General Committee of the Association.

Amendment No. 1

Members of the Association employed as office clerical employees, shall not attend Association meetings other than their own Department meetings, without an invitation from the General Committee.

4410 REGULAR ORDER OF BUSINESS

1. Roll Call.
2. Reading of the minutes of previous meeting.
3. Reports of officers and committees.
4. Reading of communications.
5. Unfinished business.
6. New business.
7. Adjournment.

Time of Association Meeting

The first Monday in each month, between the hours of 3:00 o'clock P. M., and 5:00 o'clock P. M.

Keystone Employees' Association

APPLICATION FOR MEMBERSHIP

I, ...,
hereby apply for membership in the Keystone Employees' Association.

Are you an American citizen?.....

Date of employment.....

Present Department.....

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Proposed by Dept. Committee:

.....

.....

.....

Department Committee.

Date received.....

Date of approval by Association.....

Date not approved by Association.....

.....

President.

.....

Secretary.

4412 *Board Exhibit 13*

CONSTITUTION AND BY-LAWS OF INDEPENDENT STEEL WORKERS' ALLIANCE, PEORIA, ILLINOIS, MAY, 1937

4413

PREAMBLE

The Independent Steel Workers' Alliance is formed for the purpose of providing for the General Welfare of its members, to represent them in matters of Collective Bargaining with their employer and to maintain a sound, solid, economical organization with equal rights and equal protection for all of our members.

CONSTITUTION

Article I

This organization shall be known in name and style as the Independent Steel Workers' Alliance.

Article II

The Officers of this Alliance shall consist of the following: President, Vice President and Secretary-Treasurer.

Article III

The location of the Headquarters of this Alliance shall be in Bartonville, Illinois, at a place to be selected from time to time by the Committee on Rules, Ways and Means.

Article IV

An annual meeting shall be held during the month of April. Proper notice of the annual meeting shall be

posted, at least ten days prior to the meeting, giving the time and place that the meeting will be held. Each member of this Alliance, in good standing, may attend the annual meeting. The purpose of the annual meeting shall be to give a report upon the state of the Alliance, and a financial report for the preceding year.

4414 Article V

A quorum at the Annual Meeting shall consist of all members of the Alliance attending such meeting.

Article VI

Elections of Officers shall be held annually, and each Officer shall be elected by direct vote of the membership.

Any member of the Independent Steel Workers' Alliance who is not a member of another labor organization, who is an American Citizen, who is a member of this Alliance in good standing and is 21 years of age or older, shall be qualified for election as an officer of this Alliance.

Article VII

Within ten days after each annual election, the President shall appoint the following standing committees:

1. Rules, Ways and Means.
2. Wages and Working Conditions
3. Seniority.

All such appointments shall be submitted to the General Committee for approval. The membership of each standing committee shall consist of two members of this Alliance from the Wire Mill and two members from the Steel Plant. The President and Secretary-Treasurer shall be ex-officio members of all standing committees.

The committee on Rules, Ways and Means shall propose all rules for adoption by the General Committee, shall have general charge and supervision of the finances of this Alliance, shall determine methods of procedure and shall in general be the active governing body of the Alliance, subject to the general supervision of the General Committee and subject to the duties particularly assigned to the Wage and Seniority Committees.

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4415 Article VIII

The General Committee of this Alliance shall consist of the officers thereof, the members of all standing committees and the chairman of all department committees. Such General Committee will, between the annual meetings of this Alliance, have full charge, supervision and control of the affairs of the Alliance. They shall approve all bills of the Alliance before payment, except that in case of emergency the President and the Secretary-Treasurer may expend the money of the Alliance, but all such expenditures must be submitted at the next meeting of the Alliance General Committee for approval. They shall act as a court of appeal on any and all cases brought before them by the members of the Alliance, in accordance with the by-laws thereof. They shall meet in regular session once each month and may be called in special session by the President or by any twenty members of the General Committee. A majority of the membership of the Committee shall constitute a quorum, but no action of the General Committee shall be considered legal unless at least fifteen members vote in favor thereof.

Article IX

Each department shall elect three members of the Alliance in such department to act for them as a department committee. In such elections, the person receiving the highest number of votes shall be the chairman. Such department committees shall have such duties as may be assigned to them by the by-laws of this Alliance.

In case of dispute as to the proper groupings by departments of the members of the Alliance, the matter shall be referred to the General Committee, whose decision shall be final.

4416 Article X

The duties of the President shall be to issue all orders, preside at all meetings of the Alliance, preserve order, enforce laws and decide all questions of order.

The duties of the Vice President shall be to assist the President in the discharge of his official duties and fill his place in case of absence, removal, resignation or death.

The duties of the Secretary-Treasurer shall be to keep

proper membership records and keep a true account of all business transacted. He shall receive all monies paid into the Alliance and render a true and accurate account of the disposition of the same. He shall submit his books and records to an audit by a duly appointed auditing board at quarterly periods.

Officers of the Independent Steel Workers' Alliance shall confine their activities as described herein.

Article XI

The Wage Committee shall decide and negotiate all cases affecting disputes on wages which local committees are unable to adjust. This Committee will decide or negotiate all wage cases of a general nature, subject to the approval of the General Committee. The Wage Committee shall also handle such disputes on working schedules and agreements of a general nature and other cases which have been legally referred to it, subject to the approval of the General Committee.

The Seniority Committee shall decide or negotiate settlements of any cases referred to it which affect the seniority of a member, in the event that the local committee has been unable to effect a settlement, subject to the approval of the General Committee.

4417

Article XII

Any Officer or Committeeman of the Alliance may be impeached and removed from office upon conviction of charges filed with the General Committee, only by the following procedure:

(A) Filing of charges against the Officers or Alliance Committeeman.

(B) Calling of special session for hearing of charges within fifteen days after charges have been filed with the President or Secretary-treasurer of the Alliance.

(C) After hearing the evidence, the General Committee will immediately vote on the guilt or innocence of the accused Officer or Alliance Committeeman.

(D) A vote of two-thirds of the General Committee removes the Officer or Alliance Committeeman from office.

(E) Voting shall be by secret ballot.

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Article XIII

Membership in the Independent Steel Workers' Alliance is available to all steel and wire workers, except company officials and persons having the right to employ or discharge.

Any member who shall fail to pay his dues within 60 days from the date due shall become suspended automatically, and shall pay a fine of 10¢ per month for each month in arrears before he may be reinstated.

A member who is not in good standing, or who is suspended, cannot attend meetings or vote in any Alliance election, nor shall he receive the benefit of any service or representation in any manner from this Alliance, until he has been reinstated to good standing.

Article XIV

Any member who shall commit an act of
4418 disloyalty, or who is alleged to have committed an act of disloyalty against the Independent Steel Workers' Alliance, or who shall belittle or defame the Independent Steel Workers' Alliance, or who shall attempt to destroy the Independent Steel Workers' Alliance by attempting to perform or performing traitorous acts, shall have charges filed against him with the General Committee. The President shall give the accused member due notice of the charges filed against him. A date for hearing must be set within fifteen days after the filing of the charges with the General Committee. The accused member may appear at the hearing and present his defense. The General Committee shall decide as to the guilt or innocence of the accused member and shall fix the penalty to be inflicted upon the member in the event he is found guilty.

Article XV

Officers shall have no power to levy special assessments, except by majority vote of the entire membership of the Alliance.

Article XVI

No office or committee and no member thereof shall have authority to call or threaten to call a strike of the members of this Alliance, unless such action shall first have been approved by a majority of all members of this

Alliance in good standing. Such approval shall be by secret ballot which may be taken by mail. Ballots for or against strike shall be counted at a meeting of the General Committee at which a quorum is present. No officer or member of any committee shall have the power or authority to pledge the support of this Alliance to any labor movement or labor organization of any kind whatever.

Neither shall any officer or member of any committee or member of this Alliance become a party to or concerned in any strike or labor dispute of any other labor organization whatsoever, all such matters being hereby expressly reserved for vote of the Alliance as hereinbefore provided.

Article XVII

PROCEDURE FOR ADJUSTMENT OF GRIEVANCES

1. Any matter, which in the opinion of any member of this Alliance, requires adjustment, or constitutes a grievance, shall be handled in the following manner: such member has the right to take the case up with his department foreman or superintendent, or may elect to take the case to his Department Committee for adjustment, and in which case the Department Committee shall thereafter have exclusive jurisdiction of such grievance and their final decision or settlement with the management shall be binding upon the member.

2. The Department Committee shall then take the matter up with the Foreman or Department Superintendent, with the member having the right to sit in on the discussion of the case.

3. In the event that no settlement of the case is effected with the Department Superintendent or Foreman, the case shall then be turned over to the proper standing committee of the Alliance for adjustment.

4. The proper Alliance Committee shall then take the case up with the Management and attempt to secure a proper settlement of the case.

5. In the event that no settlement can be reached with the management by the Alliance Committee, they will turn the case over to the General Committee.

6. The General Committee shall consider the facts of the case and decide whether to take the case higher or dismiss it.

7. If the General Committee decides to take the case higher, the proper Alliance Committee shall take the matter to the Company's Executive Committee and if necessary to the President of the Company.

8. When a subject has been approved by the General Committee of the Alliance, it shall be illegal for any individual member of the Alliance, or members thereof, or Department Committee, to take any action contrary to the procedure so approved.

9. In the event that no settlement of the case is made at this point, the General Committee of the Alliance may prepare a statement of the facts in the case and submit them to the National Labor Relations Board.

10. In the event that Section 9 of Article XVII is not used in effecting a settlement of the case, the Alliance General Committee shall be authorized to submit the case to a Board of Arbitration. The Board of Arbitration to consist of five members, two to be appointed by the Alliance, two by the Company, and the four members shall appoint a disinterested party as a fifth member of the Board.

Article XVIII

An initiation fee will be charged, payable at the time of application for membership in the Alliance. The amount of the initiation fee will be set by the General Committee. Monthly dues shall be twenty-five cents (25¢) per month, per member, payable at the office of the Secretary-Treasurer of the Independent Steel Workers' Alliance, or any other method of collection of said dues shall be legal, if devised and approved by the General Committee.

4421

Article XIX

Duties of members shall be as follows:

(a) To obey and uphold the Constitution and By-Laws of the Independent Steel Workers' Alliance.

(b) To be loyal to fellow-members and to the Alliance.

(c) To strive for the betterment of the Alliance, and to keep themselves members in good standing.

(d) To pay their dues promptly, so that the Alliance may function efficiently.

Article XX

This Constitution shall be in full force and effect as of April 21, A.D., 1937.

Article XXI

This Constitution can be modified or amended only by a majority vote of all of the individual members of the organization who shall be members in good standing on the date upon which the vote is taken. Before such amendment can be finally voted upon, there shall have been issued and posted a notice of the proposed vote on the amendment, together with a copy of said proposed amendment, at least thirty days prior to said meeting.

Article I

Application form for membership shall be presented to a prospective member by any member of his Department Committee or Officer of the Alliance. Person receiving application form shall fill it out in a truthful manner and return the completed form to a Department Committeeman or Officer of the Alliance. Applicant must pay the regular initiation fee before his application is presented to the General Committee for approval.

The application shall be presented to the Secretary-Treasurer of the Alliance, who shall read it at the first regular meeting of the General Committee for approval. If approved, a membership card will be issued to applicant, and the application will be retained by the Secretary-Treasurer for membership record. If rejected, the applicant shall have his initiation fee returned, together with his application.

Any person whose application for membership has been rejected by the General Committee shall not be eligible for membership for a period of six months.

Company officials and persons having the right to hire or discharge, shall not be eligible for membership.

Any supervisor or leader shall be eligible for membership, unless he has the privilege of employing or discharging.

In the event that an officer or committeeman of this Alliance shall accept a temporary job as foreman, he shall immediately become inactive as an officer, or committee

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man for the time that he holds the job as foreman. The Committee on Rules, Ways and Means shall have authority to notify the officer or committeeman holding
4423 foreman job that he is inactive, subject to the approval of the General Committee. The alternate shall act as committeeman during the period that a Committeeman is inactive.

Article II

Department Committeeman shall be elected for a term of one year, and shall be eligible for re-election.

Any Department Committeeman may be recalled upon the approval of the Committee on Rules, Ways and Means of a petition signed by two-thirds of the voters in his Department.

Any Department Committeeman shall be deemed to have vacated office upon leaving the department from which he was elected, or upon his appointment to a regular position that would bring him within the meaning of Article I, Section 5.

Vacancies in the office of Committeeman, for which there is no alternate, may be filled for the unexpired term at the discretion of the Committee on Rules, Ways and Means, by special elections conducted in the same manner as the General Election. When a Committeeman is absent from his duties temporarily, the Alternate shall serve in his place while he is absent from his duties, and when the regular Committeeman returns, he shall again take his office and the Alternate acting as committeeman shall return to his former status as Alternate.

Any Committeeman who, under the influence of liquor, attempts to transact business or in any way speaks for the men he is representing shall be discharged as a Committeeman, after a fair trial by the Committee on Rules, Ways and Means, subject to the approval of the General Committee.

Article III

Representation shall be by departments, on
4424 the basis of three Committeemen from each department.

Wherever it is necessary for the purpose of applying the unit of representation to group small departments, regard shall be had to logical groupings and locations, and

such groupings shall be under the jurisdiction and control of the General Committee.

Article IV

Elections shall be held yearly on the first Tuesday after the first Monday in May, at a place designated by the Committee on Rules, Ways and Means, in Bartonville, Illinois, the location of which will be given in the Election Notices to be posted.

Nominations for Officers shall be conducted as follows:

1. The general Committee, at the regular April meeting of the Alliance, shall nominate at least two members and not more than four members, for each office to be filled.

2. The names of the members nominated shall appear on the ballots on Election Day.

3. Any member in good standing may have his name placed in nomination for any office, and his name placed on the ballot, by signed petition or petitions which contain the signatures of not less than 150 members in good standing. Such petitions must be presented to the Secretary-Treasurer within five days after the April meeting of the Alliance.

4. Improper petitions shall be declared null and void by the Committee on Rules, Ways and Means.

5. Petition blanks will be supplied by the Secretary-Treasurer, to members desiring to petition for nomination.

6. Nominations for Committeemen of Depart-
4425 ments may be conducted by petition of the members in Department or Unit, or, by nominating elections held during Department Meetings, but not both methods may be used. Voting at Department or Unit Meetings shall be by secret ballot. Twice the number of Committeemen to be elected may be nominated. The names of six members receiving the most votes at nominations shall be placed on the election ballot.

7. Petitioning for nominations for Department Committeemen shall be in accordance with the rules and regulations prescribed by the Committee on Rules, Ways and Means.

8. Each Election Ballot must contain the names of the duly qualified candidates for office, and the six qualified

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candidates for committeemen from the Voters' department, or Unit.

9. All voting shall be by secret ballot, and due care shall be used to avoid undue influence with the voters in any manner whatsoever, and to prevent fraud in the casting or counting of the ballots.

10. Candidates for office having the highest total number of votes shall be declared elected.

11. The three candidates for committeemen in each department or unit, receiving the highest total number of votes shall be declared elected to office.

12. On the day of elections, each duly qualified voter shall be furnished by the Election Board, a ballot approved by the Committee on Rules, Ways and Means and on which ballot shall appear the names of the candidates in printed form in the order of the number of votes received by petition for nominations. The voter shall indicate his preference by placing a cross (X) opposite the names of the candidates of his choice.

4426 13. Candidates to the number of Representatives to which a department or unit is entitled, may be voted for and this number shall be stated on the ballot. If this number is exceeded, the ballot shall be void.

14. Each voter shall deposit his ballot in a box, provided for this purpose by the Committee on Rules, Ways and Means and such ballot must be put in said box in the presence of the Election Board, and such voter must give his name and department to said Election Board, and such other information as is proper concerning the legality of any voter questioned. Any vote may be challenged by any member of the Alliance who has reason to believe the challenged voter is voting illegally. The challenged vote must be sealed at once and kept separately until the Rules, Ways and Means Committee decides as to whether it is legal or not.

15. Polling places shall be open on Election Day from 6:00 A.M. to 5:00 P.M. All voting must be done during the hours that polls are open, except when a member is sick or out of town, and said member applies by mail for an absentee ballot. Said member shall be furnished with a ballot and shall return his ballot at least 24 hours before the polls close on Election Day.

16. Ballot boxes shall be opened one at a time, and the votes counted and tabulated by the Committee on Rules, Ways and Means, and after the counting and tabulating of the votes is completed, the ballots shall then be turned over to the Secretary-Treasurer, who shall immediately lock them securely in a safe place.

17. No one must handle ballots except as provided in Article 16 of Article IV.

18. In the event of a controversy arising con-
4427 cerning petitions for nomination, or election, it shall be referred to and decided by the Committee on Rules, Ways and Means.

19. in the event of a tie vote, seniority in the Department shall determine the choice.

20. Members shall vote with the department in which they are working, unless they have a leave of absence from another department, in which case they shall vote with the department from which they have the leave of absence.

21. The Committee on Rules, Ways and Means may make such provision as they may consider necessary for assisting any voter who may so request, in properly marking his ballot.

22. The Committee on Rules, Ways, and Means shall provide for adequate and competent elections board or boards, subject to the approval of the General Committee. Election Board or Boards must be formed at the April Meeting of the General Committee.

Article VI

1. The General Committee shall consider all matters not falling within the scope of any other committees herein provided for, and the President and Secretary-Treasurer of the Alliance shall be members of the General Committee.

2. In appointing a committee, the first named member of the Committee shall be the Chairman, who shall appoint a member of the committee as Secretary. The Chairman shall preside at the meetings of his committee. The Secretary shall keep a true and correct account of business transacted, and records thereof, and furnish a report of the activities of the Committee to the Secretary-Treasurer of the Alliance not later than the last Monday of each month.

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4428 3. Vacancies on committees shall be filled at a regular meeting of the General Committee.

4. No Committee, other than Department Committee, shall conduct a meeting or transact business of the Alliance with less than three members present, unless the Alliance shall agree in meeting to the appointment of a lesser committee for a special subject.

5. Any member in good standing may attend any meeting of the General Committee.

6. When a subject comes up between regular meetings of the General Committee, of an urgent nature, the President of the Alliance shall refer such subject to the proper committee for immediate action.

7. Department meetings may be held monthly at the Meeting Place of the Alliance.

8. No Department meeting will be held legal unless a quorum consisting of six or more members are present.

9. Regular meetings of the General Committee will be held the first Monday of each Month at 3:30 P.M. at the Alliance Meeting Hall.

10. No meeting of the General Committee will be held legal unless fifty per cent of all of the members of the General Committee are present.

11. Special meetings of committees may be held as occasion may require, on approval of the President of the Alliance.

12. Committeemen shall have the right to appear before and be heard by any Committee considering matters of concern to the member or members of the Department or Unit which they represent.

13. In addition to the monthly Department Meetings, Monthly Meetings of the General Committee, and
4429 Annual Meetings of the Membership of the Alliance herein provided, a Monthly meeting of all of the members in good standing of the Independent Steel Workers' Alliance shall be held. The purpose of the meeting will be the transaction of such business as is proper, and to improve the general welfare of our members.

Article VII

1. Any member who has made, or is alleged to have made unfair or untrue charges against a fellow-member to his employer or foreman, shall be deemed guilty of a

misdemeanor and shall be suspended from membership in this Alliance, if found guilty at a fair trial conducted by the General Committee. Said accused member shall be given due and timely notice of the date of such hearing, and of the nature of said charges, and may appear at said hearing to present his defense.

2. Any member of this Alliance, or members thereof, who shall discuss a subject which is the property of the General Committee or a Standing Committee of this Alliance, with his employer, or a representative of his employer, or who informs his or their foreman or employer, of the private business of the Alliance, shall be deemed guilty of committing an unlawful act, and charges may be filed against such member or members with the General Committee.

Members shall not discuss the private business or affairs of this Alliance with nonmembers, nor with members who are not in good standing.

Article VIII

1. Minutes of meetings of the General Committee may be obtained by Department Chairmen or Committeemen, to be read at Department meetings. Said minutes
4430 shall be obtained from the office of the Secretary-Treasurer, or at the headquarters of the Alliance. Committeemen obtaining such minutes shall be responsible for their care and safe return to the headquarters of this Alliance.

2. Any member in good standing of this Alliance, may call at the headquarters of the Alliance to examine any records of interest to him, but shall not remove, alter or destroy such records. Members in good standing of this Alliance shall be permitted to have access to all contracts, agreements, memorandums or records, etc., of this Alliance at any time that the headquarters of this Alliance are regularly open for business. Such member shall not remove, alter or destroy any records, contracts, memorandums or agreements under penalty of expulsion, or any other penalty which may be inflicted by action of the General Committee.

Article IX

1. All bills and obligations owed by the Alliance, for material, rent, counsel fees, salaries or wages, and for

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miscellaneous items, shall be paid as soon as possible after such bills have been approved by the General Committee at their regular or special meeting. Bills for services performed for the Alliance shall be paid each week by the Secretary-Treasurer, after such bills have been approved by the President, in the manner required by the General Committee.

2. All bills due to the Alliance shall be due and payable on or before the first day of each month.

3. Bills for rental of Meeting Hall and Headquarters Offices shall be paid upon approval of locations, and by the instructions of the General Committee, by such officers who are authorized to arrange for such rentals by
4431 the General Committee. Leases may be signed for office space and meeting halls only by the approval of the General Committee, by the properly authorized officers of the Alliance.

Article X

Any member of the Alliance who is unemployed, or who takes employment in any industry, factory or business not connected directly or indirectly with the making, processing or fabricating of steel, may request a withdrawal card from the Independent Steel Workers' Alliance, and shall be granted a withdrawal card, providing that he is a member in good standing, and has paid his dues up to the date of the request for such withdrawal card. After receiving a withdrawal card, no dues need be paid by the member until such time as he again accepts employment in an industry engaged in the foregoing pursuits. Such member may again be placed in good standing by payment of dues beginning from the date of his re-employment and the presentation of the withdrawal card from the Independent Steel Workers' Alliance, without payment of any initiation fee whatever.

Article XI

The President of the Alliance may appoint one or more Sergeants-at-Arms to maintain good order at all meetings.

Any member who wishes to speak at any meeting shall stand when asking for recognition from the Chair.

Members shall not talk or create any undue noise or disturbance when a fellow member has the floor.

After such member having the floor has completed hi
remarks, he shall take his seat immediately.

4432 Article XII

ORDER OF BUSINESS

1. Calling the meeting to order.
2. Roll call of officers.
3. Roll call of members.
4. Reading of minutes of previous meetings.
5. Communications and bills.
6. Committee reports.
7. Nominations and elections of officers.
8. Installation of officers.
9. Unfinished business.
10. New business.
11. Reports on sick members.
12. Good and welfare.
13. Receipts and expenses.
14. Adjournment.

Article XIII

AMENDMENT OF BY-LAWS

Any by-laws may be amended at any time in the fol
lowing manner:

1. Upon recommendation of the Rules, Ways an
Means Committee, the proposed amendment shall b
referred to the General Committee for approval.

2. Upon approval of the General Committee, the pro
posed amendment shall be submitted to a meeting of th
members of the Alliance.

3. A majority vote of the members of the Alliance
present at such meeting shall pass the proposed amend
ment and it shall go into effect five days after such
majority vote of the members of the Alliance present a
such meeting.

4433 4. A copy of the proposed amendment shall b
posted in both the offices and meeting hall of th
Alliance, ten days before the effective date of the amend
ment.

Article XIV

RULES OF ORDER

Roberts' Rules of Order shall be authority to decid
all questions not herein provided for so far as consisten
with the laws and regulations of this Alliance.

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4434 *Board Exhibit 16*

PAYROLL DEDUCTION AUTHORIZATION

To the Paymaster of Keystone Steel & Wire Co.

You are hereby authorized and instructed to deduct 25¢ each month from my pay check for the fourth pay day during the month; such deduction to be paid by the Paymaster to the Treasurer of the Independent Steel Workers Alliance.

This deduction is to be made until I give notice in writing to the Paymaster to cancel this request or until such time as the Company shall give notice that it will discontinue such practice.

Deductions begin..... 193.....

Signed.....

Pay Roll No. ....

4435 *Board Exhibit 17*

KEYSTONE EMPLOYEES' ASSOCIATION

APRIL 9, 1934.

This certifies that August Schoon is a member of this Association.

Galvanizing Department:

AUGUST SCHOON, *Signature of Member.*

EARL LOWMAN,
Secretary.

THAD MOTT,
Chairman.

WM MCGOWAN,
Vice-Chairman.

4436 *Board Exhibit 18*

MEMBERSHIP CARD

INDEPENDENT STEEL WORKERS' ALLIANCE

JUNE 10, 1937.

This certifies that John Huber is a member of the Independent Steel Workers' Alliance, of Bartonville, Illinois.

(Signed)

EARL LOWMAN,
Secretary-Treasurer.

BRUCE F. HOGUE,
President.

4437 *Board Exhibit 19*

CONSTITUTION AND BY-LAWS OF INDEPENDENT STEEL WORKERS' ALLIANCE, BARTONVILLE, ILLINOIS, AUGUST, 1940

4439 CONSTITUTION AND BY-LAWS OF INDEPENDENT STEEL WORKERS' ALLIANCE, BARTONVILLE, ILLINOIS, AUGUST, 1940

4440 PREAMBLE

The Independent Steel Workers' Alliance is formed for the purpose of providing for the General Welfare of its members, to represent them in matters of Collective Bargaining with their employer and to maintain a sound, solid, economical organization with equal rights and equal protection for all of our members.

CONSTITUTION

Article I

This organization shall be known in name and style as the Independent Steel Workers' Alliance.

Article II

The Officers of this Alliance shall consist of the following: President, Vice President and Secretary-Treasurer.

Article III

The location of the Headquarters of this Alliance shall be in Bartonville, Illinois, at a place to be selected from time to time by the Committee on Rules, Ways and Means.

Article IV

An annual meeting shall be held during the month of April. Proper notice of the annual meeting shall be posted, at least ten days prior to the meeting, giving the time and place that the meeting will be held. Each member of this Alliance, in good standing, may attend the annual meeting. The purpose of the annual meeting shall be to give a report upon the state of the Alliance, and a financial report for the preceding year.

4441 Article V

A quorum at the Annual Meeting shall consist of all members of the Alliance attending such meeting.

Article VI

Elections of Officers shall be held annually, and each Officer shall be elected by direct vote of the membership. Any member of the Independent Steel Workers' Alliance who is not a member of another labor organization, who is an American Citizen, who is a member of this Alliance in good standing and is 21 years of age or older, shall be qualified for election as an officer of this Alliance.

Article VII

Within ten days after each annual election, the President shall appoint the following standing committees:

1. Rules, Ways and Means.
2. Wages and Working Conditions.
3. Seniority.

All such appointments shall be submitted to the General Committee for approval. The membership of each standing committee shall consist of two members of this Alliance from the Wire Mill and two members from the Steel Plant. The President and Secretary-Treasurer shall be ex-officio members of all standing committees.

The committee on Rules, Ways and Means shall propose all rules for adoption by the General Committee, shall have general charge and supervision of the finances of this Alliance, shall determine methods of procedure and shall in general be the active governing body of the Alliance, subject to the general supervision of the General Committee and subject to the duties particularly assigned to the Wage and Seniority Committees.

4442

Article VIII

The General Committee of this Alliance shall consist of the officers thereof, the members of all standing committees and the chairman of all department committees. Such General Committee will, between the annual meetings of this Alliance, have full charge, supervision and control of the affairs of the Alliance. They shall approve all bills of the Alliance before payment, except that in case of emergency the President and the Secretary-Treasurer may expend the money of the Alliance, but all such expenditures must be submitted at the next meeting of the Alliance General Committee for approval.

They shall act as a court of appeal on any and all cases brought before them by the members of the Alliance, in accordance with the by-laws thereof. They shall meet in regular session once each month and may be called in special session by the President or by any twenty members of the General Committee. A majority of the membership of the Committee shall constitute a quorum, but no action of the General Committee shall be considered legal unless at least fifteen members vote in favor thereof.

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Each department shall elect three members of the Alliance in such department to act for them as a department committee. In such elections, the person receiving the highest number of votes shall be the chairman. Such department committees shall have such duties as may be assigned to them by the by-laws of this Alliance.

In case of dispute as to the proper groupings by departments of the members of the Alliance, the matter shall be referred to the General Committee, whose decision shall be final.

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The duties of the President shall be to issue all orders, preside at all meetings of the Alliance, preserve order, enforce laws and decide all questions of order.

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The duties of the Secretary-Treasurer shall be to keep proper membership records and keep a true account of all business transacted. He shall receive all monies paid into the Alliance and render a true and accurate account of the disposition of the same. He shall submit his books and records to an audit by a duly appointed auditing board at quarterly periods.

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Any Officer or Committeeman of the Alliance may be impeached and removed from office upon conviction of charges filed with the General Committee, only by the following procedure:

(A) Filing of charges against the Officers or Alliance Committeeman.

(B) Calling of special session for hearing of charges within fifteen days after charges have been filed with the President or Secretary-Treasurer of the Alliance.

(C) After hearing the evidence, the General Committee will immediately vote on the guilt or innocence of the accused Officer or Alliance Committeeman.

(D) A vote of two-thirds of the General Committee removes the Officer or Alliance Committeeman from office.

(E) Voting shall be by secret ballot.

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A member who is not in good standing, or who is suspended, cannot attend meetings or vote in any Alliance election, nor shall he receive the benefit of any service

or representation in any manner from this Alliance, until he has been reinstated to good standing.

Article XIV

Any member who shall commit an act of dis-
4445 loyalty, or who is alleged to have committed an act of disloyalty against the Independent Steel Workers' Alliance, or who shall belittle or defame the Independent Steel Workers' Alliance, or who shall attempt to destroy the Independent Steel Workers' Alliance by attempting to perform or performing traitorous acts, shall have charges filed against him with the General Committee. The President shall give the accused member due notice of the charges filed against him. A date for hearing must be set within fifteen days after the filing of the charges with the General Committee. The accused member may appear at the hearing and present his defense. The General Committee shall decide as to the guilt or innocence of the accused member and shall fix the penalty to be inflicted upon the member in the event he is found guilty.

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Officers shall have no power to levy special assessments, except by majority vote of the entire membership of the Alliance.

Article XVI

No office or committee and no member thereof shall have authority to call or threaten to call a strike of the members of this Alliance, unless such action shall first have been approved by a majority of all members of this Alliance in good standing. Such approval shall be by secret ballot which may be taken by mail. Ballots for or against strike shall be counted at a meeting of the General Committee at which a quorum is present. No officer or member of any committee shall have the power or authority to pledge the support of this Alliance to any labor movement or labor organization of any kind whatever. Neither shall any officer or member of any committee or member of this Alliance become a party
to or concerned in any strike or labor dispute of
4446 any other labor organization whatsoever, all such matters being hereby expressly reserved for vote of the Alliance as hereinbefore provided.

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Article XVII

PROCEDURE FOR ADJUSTMENT OF GRIEVANCES

1. Any matter, which in the opinion of any member of this Alliance, requires adjustment, or constitutes a grievance, shall be handled in the following manner: such member has the right to take the case up with his department foreman or superintendent, or may elect to take the case to his Department Committee for adjustment, and in which case the Department Committee shall thereafter have exclusive jurisdiction of such grievance and their final decision or settlement with the management shall be binding upon the member.

2. The Department Committee shall then take the matter up with the Foreman or Department Superintendent, with the member having the right to sit in on the discussion of the case.

3. In the event that no settlement of the case is effected with the Department Superintendent or Foreman, the case shall then be turned over to the proper standing committee of the Alliance for adjustment.

4. The proper Alliance Committee shall then take the case up with the Management and attempt to secure a proper settlement of the case.

5. In the event that no settlement can be reached with the management by the Alliance Committee, they will turn the case over to the General Committee.

6. The General Committee shall consider the facts of the case and decide whether to take the case higher or dismiss it.

4447 7. If the General Committee decides to take the case higher, the proper Alliance Committee shall take the matter to the Company's Executive Committee and if necessary to the President of the Company.

8. When a subject has been approved by the General Committee of the Alliance, it shall be illegal for any individual member of the Alliance, or members thereof, or Department Committee, to take any action contrary to the procedure so approved.

9. In the event that no settlement of the case is made at this point, the General Committee of the Alliance may prepare a statement of the facts in the case and submit them to the National Labor Relations Board.

10. In the event that Section 9 of Article XVII is not used in effecting a settlement of the case, the Alliance General Committee shall be authorized to submit the case to a Board of Arbitration. The Board of Arbitration to consist of five members, two to be appointed by the Alliance, two by the Company, and the four members shall appoint a disinterested party as a fifth member of the Board.

Article XVIII

An initiation fee will be charged, payable at the time of application for membership in the Alliance. The amount of the initiation fee will be set by the General Committee. Monthly dues shall be twenty-five cents (25c) per month, per member, payable at the office of the Secretary-Treasurer of the Independent Steel Workers' Alliance, or any other method of collection of said dues shall be legal, if devised and approved by the General Committee.

Article XIX

Duties of members shall be as follows:

(a) To obey and uphold the Constitution and By-Laws of the Independent Steel Workers' Alliance.

4448 (b) To be loyal to fellow-members and to the Alliance.

(c) To strive for the betterment of the Alliance, and to keep themselves members in good standing.

(d) To pay their dues promptly, so that the Alliance may function efficiently.

Article XX

This Constitution shall be in full force and effect as of April 21, A.D., 1937.

Article XXI

This Constitution can be modified or amended only by a majority vote of all of the individual members of the organization who shall be members in good standing on the date upon which the vote is taken. Before such amendment can be finally voted upon, there shall have been issued and posted a notice of the proposed vote on the amendment, together with a copy of said proposed amendment, at least thirty days prior to said meeting.

4449 BY-LAWS

Article I

Application form for membership shall be presented to a prospective member by any member of his Department Committee or Officer of the Alliance. Person receiving application form shall fill it out in a truthful manner and return the completed form to a Department Committeeman or Officer of the Alliance. Applicant must pay the regular initiation fee before his application is presented to the General Committee for approval.

The application shall be presented to the Secretary-Treasurer of the Alliance, who shall read it at the first regular meeting of the General Committee, for approval. If approved, a membership card will be issued by the Secretary-Treasurer for membership record. If rejected, the applicant shall have his initiation fee returned, together with his application.

Any applicant belonging to any cult or creed that prohibits such applicant from saluting our Flag, or from serving our Country in time of war, or from giving his full loyalty to our Country at all times, shall not be admitted to membership in this Alliance.

Any person whose application for membership has been rejected by the General Committee shall not be eligible for membership for a period of six months.

Company officials and persons having the right to hire or discharge shall not be eligible for membership.

Any supervisor or leader shall be eligible for membership, unless he has the privilege of employing or discharging.

In the event that an officer or committeeman of the Alliance shall accept temporary or permanent job as foreman, he shall immediately sacrifice his mem-
4450 bership and a withdrawal card shall be issued to him. If and when he should return to his former rank and file status, he may again become a member in good standing, by the payment of one month's dues, plus any fines or additional costs that may have been levied against him. During the time such officer or committeeman is ineligible and withdrawn, his place shall be taken by his alternate, or filled as provided in section VI of these by-laws.

Article II

(A) Department Committeemen shall be elected for a term of one year, and shall be eligible for re-election.

(B) Any Department Committeeman may be recalled upon the approval of the committee on Rules, Ways and Means of a petition signed by two-thirds of the voters in his department.

(C) Any Department Committeeman shall be deemed to have vacated office upon leaving the department from which he was elected, or upon his appointment to a regular position that would bring him within the meaning of Article I, Section 5.

(D) Vacancies in the office of Committeeman, for which there is no alternate, may be filled for the unexpired term at the discretion of the Committee on Rules, Ways and Means, by special elections conducted in the same manner as the General Election. When a Committeeman is absent from his duties temporarily, the Alternate shall serve in his place while he is absent, and when the regular Committeeman returns, he shall again take his office and the Alternate acting as Committeeman shall return to his former status as Alternate.

(E) Any Committeeman who, under the influence
4451 of liquor, attempts to transact business or in any way speaks for the men he is representing, shall be discharged as a Committeeman after a fair trial by the Committee on Rules, Ways and Means, subject to the approval of the General Committee.

(F) In the event that the President and Vice President shall both be elected from the Wire Mill or the Steel Plant, the plant not having representation in one of these offices, shall have one of their members appointed as chairman of the Wage or Seniority Committee. This Chairman shall receive a letter of authority from the President, with the consent of the General Committee, to take charge of Alliance affairs at his plant, and shall be paid a salary commensurate with the service performed, which amount shall be set by the General Committee at the time of appointment.

(G) When a vacancy occurs in the office of Vice President, through death, resignation or for any other reason, a member of a standing Committee from either the Wire

Mill or Steel Mill, depending on which plant the vacancy in that office occurred, shall be selected at the next meeting of the General Committee, to serve out the unexpired term of the vacated office. In case of such vacancy, the appointment shall be made from which ever plant necessary to maintain a President from one plant and a Vice President from the other.

(H) When a vacancy occurs in the office of Secretary-Treasurer through death, resignation or for any other reason, the Rules Committee shall notify the candidate for Secretary-Treasurer whose name appeared as a candidate for this office on the official ballot at the last previous election, and who received the next highest number of votes, that he shall fill out the unexpired term of the vacated office.

4452 Article III

Representation shall be by departments on the basis of three Committeemen from each department.

Whenever it is necessary for the purpose of applying the unit of representation to group small departments, regard shall be had to logical groupings and locations, and such groupings shall be under the jurisdiction and control of the General Committee.

Article IV

Elections shall be held yearly on the first Tuesday after the first Monday in May, at a place designated by the Committee on Rules, Ways and Means, in Bartonville, Illinois, the location of which will be given in the Election Notices to be posted.

Nominations for Officers shall be conducted as follows:

1. The General Committee, at the regular April meeting of the Alliance, shall nominate at least two members and not more than four members, for each office to be filled.

2. The names of the members nominated shall appear on the ballots on Election Day.

3. Any member in good standing may have his name placed in nomination for any office, and his name placed on the ballot, by signed petition or petitions which contain the signatures of not less than 150 members in good standing. Such petitions must be presented to the Sec-

retary-Treasurer within five days after the April meeting of the Alliance.

4. Improper petitions shall be declared null and void by the Committee on Rules, Ways and Means.

5. Petition blanks will be supplied by the Secretary-Treasurer, to members desiring to petition for nomination.

4453 6. Nominations for Committeemen of Departments may be conducted by petition of the members of such department or unit, or by nomination elections held during Department Meetings, but not both methods may be used. Voting at department or unit meetings shall be by secret ballot. Twice the number of Committeemen to be elected may be nominated. The names of six members receiving the most votes at nominations shall be placed on the election ballot.

7. Petitioning for nominations for department Committeemen shall be in accordance with the rules and regulations prescribed by the Committee on Rules, Ways and Means.

8. Each election ballot must contain the names of the duly qualified candidates for office, and the six qualified candidates for committeemen from the voters' department or unit.

9. All voting shall be by secret ballot, and due care shall be used to avoid undue influence with the voters in any manner whatsoever, and to prevent fraud in the casting or counting of the ballots.

10. Candidates for office having the highest total number of votes shall be declared elected.

11. The three candidates for committeemen in each department or unit, receiving the highest total number of votes shall be declared elected to office.

12. On the day of elections, each duly qualified voter shall be furnished by the Election Board, a ballot approved by the Committee on Rules, Ways and Means and on which ballot shall appear the names of the candidates in printed form in the order of the number of votes received by petition for nominations. The voter shall indicate his preference by placing a cross (X) opposite the names of the candidates of his choice.

4454 13. Candidates to the number of representatives to which a department or unit is entitled, may be

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voted for and this number shall be stated on the ballot. If this number is exceeded, the ballot shall be void.

14. Each voter shall deposit his ballot in a box, provided for this purpose by the Committee on Rules, Ways and Means and such ballot must be put in said box in the presence of the Election Board, and such voter must give his name and department to said election board, and such other information as is proper concerning the legality of any voter questioned. Any vote may be challenged by any member of the Alliance who has reason to believe the challenged voter is voting illegally. The challenged vote must be sealed at once and kept separately until the Rules, Ways and Means Committee decides as to the legality of the ballot.

15. Polling places shall be open on election day from 6:00 A.M. to 5:00 P.M. All voting must be done during the hours that polls are open, except when a member is sick or out of town, and said member applies by mail for an absentee ballot. Said members shall be furnished with a ballot and shall return his ballot at least 24 hours before the polls close on election day.

16. Ballot boxes shall be opened one at a time and the votes counted and tabulated by the Committee on Rules, Ways and Means, and after the counting and tabulating of the vote is completed, the ballots shall then turned over to the Secretary-Treasurer, who shall immediately lock them in a secure manner in a safe place.

17. No one must handle ballots except as provided in Article 16 of Article IV.

18. In the event of a controversy arising concerning petitions for nomination, or election, it shall be referred to and decided by the Committee on Rules, Ways and Means.

4455 19. In the event of a tie vote, seniority in the Department shall determine the choice.

20. Members shall vote with the department in which they are working, unless they have a leave of absence from another department, in which case they shall vote with the department from which they have the leave of absence.

21. The Committee on Rules, Ways and Means may make such provision as they may consider necessary for

assisting any voter who may request assistance in properly marking his ballot.

22. The Committee on Rules, Ways and Means shall provide for adequate and competent election board or boards, subject to the approval of the General Committee. Election Board or Boards must be formed at the April meeting of the General Committee.

23. Any member may nominate any member he chooses, as a candidate for office in the Alliance, providing the candidate is an American citizen.

24. Any department failing to nominate candidates for the office of department committeemen may write in the names of from one to three candidates on a blank ballot to be furnished voters at regular elections.

25. Newly elected officers and committeemen shall begin their term of office seven days after they are elected.

Article VI

1. The General Committee shall consider all matters not falling within the scope of any other committees herein provided for, and the President and Secretary-Treasurer of the Alliance shall be members of the General Committee.

2. In appointing a committee, the first named
4456 member of the Committee shall be the Chairman, who shall appoint a member of the committee as secretary. The Chairman shall preside at the meetings of his Committee. The Secretary shall keep a true and correct account of business transacted, and records thereof, and furnish a report of the activities of the Committee to the Secretary-Treasurer of the Alliance not later than the last Monday of each month.

3. Vacancies on committees, shall be filled at a regular meeting of the General Committee.

4. No Committee, other than Department Committee, shall conduct a meeting or transact business of the Alliance with less than three members present, unless the Alliance shall agree in meeting to the appointment of a lesser committee for a special purpose.

5. Any member in good standing may attend any meeting of the General Committee.

6. Any member may prepare and present a motion to the General Committee.

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7. When a subject comes up between regular meetings of the General Committee, of an urgent nature, the President of the Alliance shall refer such subject to the proper committee for immediate action.

8. Department meetings may be held monthly at the Meeting Place of the Alliance.

9. No department meeting will be held legal unless a quorum consisting of six or more members are present.

10. Regular meetings of the General Committee will be held the first Monday of each Month at 3:30 P.M. at the Alliance Meeting Hall.

11. No meeting of the General Committee will be held legal unless fifty per centum of all of the members of the General Committee are present.

4457 12. Special meetings of committees may be held as occasion may require, on approval of the President of the Alliance.

13. Committeemen shall have the right to appear before and be heard by any Committee considering matters of concern to the member or members of the department which they represent.

14. Monthly meetings of the General Committee and Annual Meetings of the Membership of the Alliance shall be held. The purpose of the meetings will be the transaction of such business as is proper, and to improve the general welfare of our members.

15. When the Seniority or Wage Committees make decisions in cases, and an appeal is taken from their decision in a case, the Rules, Ways and Means Committee shall review the case and determine if there is just reason for granting an appeal and if so, the case will be heard by the General Committee. In case the Rules, Ways and Means Committee shall decide that no just reason for an appeal exists, they will render a decision that the case is closed. Members who wish to appeal a decision of a standing committee must make their appeal before the expiration of fifteen days from the time of the decision of the standing committee.

16. Whenever a seniority case, or an appeal case, is set for hearing, all parties concerned must be notified and given a chance to appear at the hearing. No decision shall be made in a case unless all parties concerned

were notified of the hearing at least 48 hours before the date of said hearing.

17. In the event that a member of the Rules, Wage or Seniority Committees finds it necessary to be absent from a meeting of the Committee to which he is a member, he shall notify the Secretary-Treasurer of his intended absence, and the Secretary-Treasurer, in turn,
4458 shall notify any available member of another standing committee to serve as an alternate member of the Committee, in place of the absent member.

Article VII

1. Any member who has made, or is alleged to have made unfair or untrue charges against a fellow member to his employer or foreman, shall be deemed guilty of a misdemeanor and shall be suspended from membership in this Alliance, if found guilty at a fair trial conducted by the General Committee. Said accused member shall be given due and timely notice of the date of such hearing, and of the nature of said charges, and many appear at said hearing to present his defense.

2. Any member of this Alliance, or members thereof, who shall discuss a subject which is the property of the General Committee or of a Standing Committee of this Alliance, with his employer, or a representative of his employer, or who informs his or their foreman or employer, of the private business of the Alliance, shall be deemed guilty of committing an unlawful act and charges may be filed against such member or members with the General Committee.

3. Members shall not discuss the private business or affairs of this Alliance with nonmembers, nor with members who are not in good standing.

4. It is the duty of any officer or committeeman to take the proper steps to correct any unfair practice which is brought to his attention without a written report of such unfair practice being presented to him. But whenever such case affects more than one member, the officer or committeeman who handles such case shall file a written report of the case with the Secretary-Treasurer for filing.

4459 5. Any department chairman who is unable to attend regular meeting of the General Committee

shall notify his alternate to appear in his place. In the event that the Chairman fails to notify his alternate to attend this meeting, a fine of one dollar shall be levied from his Alliance paycheck.

6. Any member who is discharged from the service of the company shall take up his case in the proper manner before the expiration of thirty days from the date of such discharge, and in case such case is not taken up within thirty days from the date of such discharge, said case shall become outlawed, and no action shall be taken on such case.

7. Any member of the Alliance who has made unpatriotic statements against our Flag or Country, shall be expelled from the Alliance.

Article VIII

1. Minutes of meetings of the General Committee may be obtained by Department Chairmen or Committeemen, to be read at department meetings. Said minutes shall be obtained from the office of the Secretary-Treasurer, or at the headquarters of the Alliance. Committeemen obtaining such minutes shall be responsible for their care and safe return to the headquarters of this Alliance.

2. Any member in good standing of this Alliance, may call at the headquarters of the Alliance to examine any records of interest to him, but shall not remove, alter or destroy such records. Members in good standing of this Alliance shall be permitted to have access to all contracts, agreements, memorandums or records, etc., of this Alliance at any time that the headquarters of this Alliance are regularly open for business. Such member shall not remove, alter or destroy any records, contracts, memorandums or agreements under penalty of expulsion, or any other penalty which may be inflicted by action of the General Committee.

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3. All grievances should be written and handed to the department Committeeman. Within seven days after receiving a grievance properly presented, the department committeeman shall file a written report with the Secretary and said report shall state what disposal was made of the case. If the case has not been settled, but is still in negotiation, the department committeeman shall report

it that way, and the Secretary-Treasurer shall hold the report open until the case is settled.

4. Any officer or committeeman must assist any member requiring aid in writing out his grievance.

Article IX

1. All bills and obligations owed by the Alliance for material, rent, counsel fees, salaries or wages, and for miscellaneous items, shall be paid as soon as possible after such bills have been approved by the General Committee at their regular or special meeting. Bills for services performed for the Alliance shall be paid each week by the Secretary-Treasurer after such bills have been approved *by* the General Committee.

2. All bills due the Alliance shall be due and payable on or before the first day of each month.

3. The Secretary-Treasurer may employ a clerk to assist in the general clerical work, etc., of the Alliance office. The clerk shall be considered as an employee and may be laid off at any time that the volume of work at the Alliance Office is insufficient to justify the employment of a clerk, or the clerk may be discharged for
4461 unsatisfactory service by the Secretary-Treasurer upon approval of the President and Vice-President. The Rules Committee shall recommend what salary shall be paid to the clerk, to the General Committee for their approval.

4. Bills for rental of Meeting Hall and Headquarters Offices shall be paid upon approval of locations, and by the instructions of the General Committee, by such officers who are authorized to arrange for such rentals by the General Committee. Leases may be signed for office space and meeting halls only by the approval of the General Committee, by the properly authorized officers of the Alliance.

Article X

Any member of the Alliance who is unemployed or who takes employment in any industry, factory or business not connected directly or indirectly with the making, processing or fabricating of steel, may request a withdrawal card from the Independent Steel Workers' Alliance, and shall be granted a withdrawal card, providing

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that he is a member in good standing and has paid his dues up to the date of the request for such withdrawal card. After receiving a withdrawal card, no dues need be paid by the member until such time as he again accepts employment in an industry engaged in the foregoing pursuits. Such member may again be placed in good standing by payment of dues beginning from the date of his re-employment and the presentation of the withdrawal card from the Independent Steel Workers' Alliance, without payment of any initiation fee whatever.

Article XI

All members of the Alliance who are called for military duty in time of national emergency, shall be entitled to return to their former jobs at the conclusion of such emergency, or the termination of their military service and this organization shall do its best to see that these men are given their former positions with full seniority dating from the time of their previous employment.

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Article XII

The President of the Alliance may appoint one or more Sergeants-at-Arms to maintain good order at all meetings.

Any member who wishes to speak at any meeting shall stand when asking for recognition from the Chair.

Members shall not talk or create any undue noise or disturbance when a fellow member has the floor.

After each member who has had the floor, has completed his remarks, he shall take his seat immediately.

Article XIII

ORDER OF BUSINESS

1. Calling the meeting to order.
2. Roll call of officers.
3. Roll call of members.
4. Reading of minutes of previous meetings.
5. Communications and bills.
6. Committee reports.
7. Nominations and elections of officers.
8. Installation of officers.
9. Unfinished business.
10. New business.

11. Reports on sick members.
12. Good and welfare.
13. Receipts and expenses.
14. Adjournment.

4463 Article XIV

AMENDMENT OF BY-LAWS

Any by-laws may be amended at any time in the following manner:

1. Upon recommendation of the Rules, Ways and Means Committee, the proposed amendment shall be referred to the General Committee for approval.

2. Upon approval of the General Committee, the proposed amendment shall be submitted to a meeting of the members of the Alliance.

3. A majority vote of the members of the Alliance present at such meeting shall pass the proposed amendment and it shall go into effect five days after such majority vote of the members of the Alliance present at such meeting.

Article XV

1. In the event that a strike is authorized by vote, as provided in Article 16 of the Constitution, the President may not call the strike until ten days from the date that the strike vote is taken and the ballots have been counted by the Rules Committee. The Rules Committee shall decide, in case a strike is called, what members, if any, shall be permitted to work while a legal strike is in effect.

2. Those allowed to work shall be only those who are working for the protection of the plant while a legal strike is in effect. These men shall be given permission in writing by the Committee on Rules, Ways and Means.

3. It shall be the duty of a member to register at the meeting hall within 10 days after the date that a legal strike is called.

4464 4. The General Committee and Officers of the Alliance shall assign members to their various duties during the time a legal strike is in effect.

5. No salaries shall be paid to any officer or committeeman or member during the time a legal strike is in effect.

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Article XVI

RULES OF ORDER

Roberts' Rules of Order shall be authority to decide all questions not herein provided for so far as consistent with the laws and regulations of this Alliance.

4465 *Board Exhibit 21*

INDEPENDENT STEEL WORKERS' ALLIANCE

NOTICE

There will be a meeting of the newly elected officers and committeemen and all members of the Independent Steel Workers' Alliance at Heitzman's Hall in Bartonville, Ill., Monday, May 17, 1937 at 3:30 P.M.

Election Returns

For President

Bruce F. Hogue	570
Jerry Moran	119
Mike Sigmund	63

For Vice President

Paul Cantrall	357
John Elmore	212
Ben Brinks	127
Wm. Emmons	52

For Secretary-Treasurer

Earl Lowman	587
Harry Abbott	107
Fred Liesch	53

For Department Committeemen

Drawing Department

John Elmore	103
W. Phillips	92
Herbert Moore	83
Mike Sigmund	22
Clark Auld	21
Forrest Phelps	11

For Department Committeemen

Office Department

Dick Knieriem	66
Florence Ayling	45
Geo. Edwards	37
Harty Mahaney	28
Irvin Bube	27
Grace Raab	24

Mail Department

Garnett Yocum	58
Vernon Auld	47
D. Mercer	32
Sam Maier	31
Frank Jonas	30

For Department Committeemen

Machine Shop

Earl Lowman	42
Harry James	40
James Hudson	32
W. Drummond	8
G. Wallace	5
Warren James	3

Galvanizing Dept.

Ernest Soring	39
Paris Sidwell	34
Fred Slusher	33
Oran Byrne	14
V. Showalter	13
Everett Brown	8

Rod Mill

Ed. Pagan	32
Wm. McGowan	27
O. Blase	26
Henry Mohn	16
R. Anderson	11
C. Polson	9

Blooming Mill

Roomer Chaney	21
Paul Talbott	21
Fred Liesch	18
Harry Greene	18
A. Hibbert	15
Rudolph Kneer	11

Millwright Dept.

Fred Halstead	21
Fred Schreiber	18
Alfred Guppy	15
O. Teter	8
Wm. Dray	5

Bundling Department

George Oates	13
H. Knight	13
R. McAvoy	9
Robt. Brooks	7
Carl Otten	7
Clemont Cobb	4

W. M. Electrical Dept.

N. W. Tindell	19
Charles Weaver	18
Marvin Merritt	18

Pipe, Pattern & Power Depts.

Moses Boyd	9
F. C. Getz	7
Perry Conn	5
O. Casto	4
J. Osborne	3
O. Heron	2

Fabric Dept.

James Hamilton	13
Glen Hogue	9
Klaus Peters	8
Geo. Miller	6

For Department Committeemen

Fence Department

Wm. Backes	27
Wm. Strubhar	22
Kearney Jones	21
Thad Mott	18
Robt. Dawalt	16
Earl Dudley	10

Barbwire Department

Wm. Ewens	18
Eugene Wade	14
Dan Rice	14
Ed Brecher	7
Lyle Lamb	5
Herb. Gwinn	2

Patenting Department

Douglas Hogue	19
Earl Ganson	14
Carroll Cook	13
C. Weichel	9
Eugene Fultz	1

Shipping Department

Ed. Taylor	20
Frank Eberly	18
J. Johnson	16
T. Catterall	14
T. Leyland	11

Open Hearth

Henry Ackerman	17
Ross White	15
Lynn Bristol	13
Frank Hess	12
George Sipka	11
Chas. Forney	4

Scrap Department

Arthur Chamberlain	14
Floyd Jackson	12
John Haller	12
Otto Weiland	11
Henry Poppe	5
Emil Besserer	1

S. P. Mechanical Dept.

Nathaniel Clifton	7
Wm. Emmons	6
Enno Henrichs	5
Jerry Moran	5
Fred Swanson	3
J. Lynch	2
C. Prather	2
Sam Crosby	1
J. Mason Sr.	1
G. Woodapple	1
R. Applegren	1

S. P. Electrical Dept.

Paul Cantrall	18
Charles Ball	16
Algie Bittner	13
W. Swanson	10
Dewey Chaney	7
Frank Link	6

W. M. Gate & Yard Dept.

Nelson Vance	16
Ray Sommer	16
John Sentz	13

Testing Department

D. Bessler	5
M. Tester	3
V. Watts	3
H. Gentry	1

S. P. Masons & Yard Dept.

Klas Krus	10
Aaron Drake	8
Ralph Dorsey	7
C. Frank	4
Warner Look	4
F. Schmitt	2

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4469 *Board Exhibit 22*

LABOR RELATIONS POLICY
OF KEYSTONE STEEL & WIRE CO.

4470 FOREWORD

This booklet is presented as the medium by which it is hoped that the same harmonious relationship which exists between the Keystone Steel & Wire Company and its employees will continue.

It is further hoped that by adhering to the policies set forth in this booklet, your employment at Keystone will be long, successful, and free from injury. The management urges that this booklet be carefully read and preserved for future reference.

The policies hereinafter set forth have been approved by the Rules Committee of the Independent Steel Workers' Alliance.

KEYSTONE STEEL & WIRE COMPANY.

DEC. 1940.

4471 STATEMENT OF LABOR RELATIONS POLICY OF KEYSTONE STEEL & WIRE COMPANY

1. In compliance with the National Labor Relations Act, the Keystone Steel & Wire Company recognizes the right of its employees to bargain collectively through representatives of their own choosing. Matters pertaining to wages, hours, and working conditions may be discussed with the management by an employee personally.

The Keystone Steel & Wire Company recognizes the Independent Steel Workers' Alliance as the exclusive collective bargaining agency on wages, hours, and working conditions for its employees.

In order that employees of the Keystone Steel & Wire Company and their duly authorized representatives may be fully informed of the relations existing between them and the Company, the following is set forth by the management as its policy:

2. To stabilize employment for a reasonable number of our established employees, a standard force will be defined in all departments where feasible.

(a) A standard force for the Open Hearth Department will include the number of men required to normally operate two (2) Open Hearth furnaces and auxiliary

equipment seven (7) days or one hundred sixty-eight (168) hours per week.

(b) A standard force for the Blooming Mill Department will include the number of men required to normally operate the Blooming Mill and its auxiliary equipment five (5) days or one hundred twenty (120) hours per week.

(c) A stand force for the Rod Mill Department will include the number of men required to
4472 normally operate the Rod Mill and its auxiliary equipment five (5) days or one hundred twenty (120) hours per week.

(d) A standard force in the steel plant Service and Maintenance Department will include the number of men required to normally operate such departments when the Open Hearth is operating two furnaces seven (7) days or one hundred sixty-eight (168) hours per week and the Blooming Mill and Rod Mill are operating five (5) days or one hundred twenty (120) hours per week.

(e) The number of employees comprising a standard force in any department of the steel plant or wire mill will be increased as new equipment or jobs are added and likewise be decreased as old equipment or jobs are abandoned. As vacancies occur, regardless of their nature, the proper quota of any standard force may be maintained by moving men up according to seniority, who are qualified by ability, reliability and fitness for the work.

3. In order that a fair and equitable distribution of available work may be made in departments other than the Open Hearth, Blooming Mill, Rod Mill, Service, and Maintenance, such departments will be defined and receive employment as follows:

(a) Employees employed as Yard Labor, Signal men at drop, Groundman on Locomotive and P & H Cranes, Track Cleaners for Open Hearth, Rod Trimmers for the Testing Department, Rod Dock general labor, Blooming Mill labor, Stool Cleaners, and Coal and Ash Man at Power Plant will be considered as on temporary or extra jobs, as defined in (b), (c), and (d) of this section three (3).

(b) Due to the large fluctuation of men transferred from and back to temporary or extra jobs, employees on

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such jobs will be given five (5) days per week
4473 when sufficient work is available. When not enough work is available to give all employees on temporary or extra jobs five (5) days of employment per week, all or part of the employees on such jobs may be given four (4) days per week before laying off any employee.

(c) Employees on temporary or extra jobs with five (5) or more years of Steel Plant Service, who are not eligible or do not wish to advance into other departments, will receive the same consideration as to hours of work as employees in the Service and Maintenance Departments.

(d) To distribute available employment as equitably as may be found practical, transfer of qualified employees through regular established lines of promotion will be made to fill vacancies or do special work, such as Open Hearth furnaces repairs, etc.

4. For all employees, except salaried employees, subject to the provisions of the State and Federal Laws governing hours worked per day or per week, the following practice will apply:

(a) Forty (40) hours or less shall constitute a work week.

(b) Time and one-half will be paid for all time worked in excess of eight (8) consecutive hours.

(c) Time and one-half will be paid for all time worked in excess of forty (40) hours in any weekly period.

(d) In the event that an employee is paid at the rate of time and one-half for work in excess of eight (8) consecutive hours, he shall not be eligible for time and one-half for the same work, if it is work in excess of forty (40) hours per week.

5. A maximum of forty (40) hours per week with a minimum of twenty-four (24) hours per week will
4474 constitute a work week, except in departments where time is shared. In the event that forty (40) hours work per week is not available for all employees comprising a standard force in any department, work may be distributed as follows:

(a) Thirty-two (32) hours will be given to all employees comprising a standard force, and if more work is available after this has been done, senior employees who are qualified, in turn, will be given the additional work.

(b) If less than thirty-two (32) hours are available for all employees comprising a standard force in any department, twenty-four (24) hours per week will be given to all employees comprising a standard force in such department, and if more work is available after this has been done, qualified senior employees, in turn, will be given this work each week.

(c) In the event that less than twenty-four (24) hours per week are available for all employees comprising a standard force in any department, qualified senior employees, in turn, in such department, will be given twenty-four (24) hours per week as far as possible.

(d) During the weeks in which the Fourth of July, Labor Day and Christmas occur, employees comprising the standard force in any department, may be given a minimum of thirty-two (32) hours, except during such periods when the employees in such standard force might be sharing time below forty (40) hours per week.

(e) When all employees comprising a standard force in any department are working less than thirty-two (32) hours per week, as more work becomes available, qualified senior employees, in turn, will be given thirty-two (32) hours work per week. When this has been done, and there is more work available, qualified senior employees, in turn, will be given forty (40) hours work per week, until all employees comprising a standard force in such department, are receiving forty (40) hours work per week.

4475 (f) Temporary employees will be added as needed in any department, after all employees in that department are receiving forty (40) hours work per week; but temporary employees may be added in any department at any time if an emergency exists, such as meeting shipping dates on special orders, or completing emergency repair work.

6. The present practice of employing men for the Steel Plant Yard for all temporary and extra jobs, and the promotion of such employees into other departments will be continued. All employees who have been promoted through established lines of promotion into other departments, may be considered eligible to return to the job previously held by them, if and when their promotion might terminate. For all employees on temporary or

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extra jobs, the following provisions will be considered in promotions, in lay-offs, and in re-hiring.

(a) When such characteristics as quality of workmanship, quantity of work, job knowledge, ability to learn, dependability, teamwork, and the employee's physical fitness are relatively equal, continuous service with the Company will be the controlling factor.

(b) Periodic ratings as to quality of workmanship, quantity of work, job knowledge, ability to learn, dependability, team work, and the employee's physical fitness will be made for employees on temporary and extra jobs after allowing a reasonable length of time for them to become familiar with the work they have to perform.

(c) After a reasonable learning period, men on temporary or extra jobs will be warned in writing if their workmanship or conduct is found to be unsatisfactory. After being warned, they will be given a reasonable length of time to correct any unsatisfactory conditions.

If employees on temporary and extra jobs do
4476 not correct unsatisfactory conditions as to their workmanship or conduct in a reasonable length of time after being given a second warning within six (6) months they will be subject to discharge.

7. The following provisions constitute our Seniority Policy except where modified in articles (b), and (c), Section six (6), as applied to temporary or extra jobs:

(a) No partiality is to be shown to anyone for reasons other than ability, reliability and fitness for the work. In promotions and in re-hiring the employee having the longest continuous service, taking into consideration his experience, ability, and other qualifications, will be given consideration before advancing or re-hiring another employee. This provision does not apply in the selection or advancement of foremen or supervisors.

(b) If an employee has been promoted in his regular department or transferred into another department and the job he is on terminates, he may be considered eligible to return to his former job, taking into consideration his experience, ability and other qualifications.

(c) If an employee is laid off less than six (6) months and is called back to work, his service record will be connected up and regarded as continuous.

(d) If an employee is not called back to work within

six (6) months from the date he was laid off, the management reserves the right to decide whether or not said employee shall be called back to work. If said employee is called back to work within one year from the time he was laid off, his service record will be connected up and regarded as continuous.

(e) If an employee, who has been laid off over one (1) year is called back to work, he will be
4477 regarded as a new employee, except that the management may give special consideration to cases where the lay-off was due to injury or sickness.

(f) Each employee's seniority in a department shall begin upon the day which he enters such department for work. The last man coming into a department is the youngest man in seniority in that department, irrespective of how much plant seniority he may have, unless job termination provisions (referred to in paragraph (b) in Article seven (7)) apply.

8. When two or more employees start working in a department on the same day their respective seniority will be determined as follows:

(a) If the employees have worked in any other department at Keystone, after taking into consideration their experience, ability and other qualifications, their continuous plant service will be the controlling factor.

(b) If the employees have not previously worked for Keystone, the department Foreman will, within ninety (90) days from the day they start working in any department, determine who should be eligible for promotion first, giving special consideration to their experience, ability and other qualifications.

9. For the purpose of giving steady employment to our established employees, a leave of absence or transfer may be granted employees under the following conditions and circumstances:

(a) Leave of absence or transfer will be granted only when approved by the Department Foreman, and Mill Superintendent, or General Superintendent.

(b) If an employee has been transferred from his regular department or granted a leave of absence from the plant, he must, at the end of the first ninety (90) days of such leave or transfer, receive further approval of
4478 the Department Foreman and Superintendent for permission to stay on leave or transfer for another

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ninety (90) days, in order to maintain his seniority in his regular department.

(c) In case an employee remains in a new department for more than one hundred eighty (180) days, his seniority starts on the day of his beginning to work in the new department. An employee will continue to hold seniority in his regular department during the time that he is out of such department on an approved leave of absence or temporary transfer.

10. Refusal or inability to take promotion or a new job when offered, will not bar an employee from future promotions or permission to hold seniority in a department, subject to the following conditions:

(a) If an employee is eligible for promotion or a new job after considering his experience, ability, qualifications, and seniority, and he declines or is unable to accept said offer, the next employee considered eligible may be offered the same. In the event no department employees desire the promotion or job, other employees will be used and become part of the standard force. Any employee who accepts the offer will be considered as head of the employee who refused, but the employee who refused will again be considered eligible for any promotion or offer which his seniority and qualifications put him in line for. In this case, the younger employee who accepts promotion over him cannot disturb him in case the promotion or job terminates.

(b) If an employee does not accept or is not qualified for promotion or new job, the employee who accepts cannot claim that job in case the force is reduced or the promotion or new job terminates.

11. Conditions may arise which are not covered by the previous provisions, and the establishment of
4479 a definite line of promotions may not be feasible in all departments. Consideration will be given to recommendations made by any committee of the Independent Steel Workers' Alliance authorized by the employees in the department in the following manner:

(a) Where general rules do not cover special conditions that may exist in some particular department, special rules may be recommended for such department.

(b) In departments where establishing a definite line of promotion is not feasible, recommendations as to what

may constitute a promotion such as more pay or better working conditions will be given special consideration.

(c) When the general qualifications of two or more employees are relatively equal and either of their employment records are incomplete as to transfers, lay-offs, etc., recommendations by the Independent Steel Workers' Alliance's duly appointed committees will be given special consideration.

12. Over a period of years certain Company rules have been established that serve to the best interests of all and are probably well known to all. To eliminate some controversies as to when warnings and a final notice will be given before dismissal, and what infractions of Company rules will be considered cause for immediate discharge, typical rules if violated with the probable action to be taken by the Company are listed as follows:

(a) Typical causes for immediate discharge are, (1) Fighting or violent scuffling on Company property (2) Bringing intoxicating liquor into the plant, or consuming intoxicating liquor while at work; (3) Sabotage or seizure of Company property; (4) Dishonesty, such as stealing weight tags or altering weight tags or time cards, and (5) Stealing Company property or
4480 the property of other employees while on Company premises.

(b) Typical causes in which temporary suspension and notice will be given before final dismissal are: (1) Insubordination; (2) Inefficiency; (3) Intentionally punching the time card of another employee with intent to defraud the Company; (4) Trouble-making on Company property; (5) Unwillingness or inability to perform a satisfactory amount of work; (6) Spoilage or destruction of material or property belonging to the Company due to gross carelessness; (7) Doing defective work, without proper excuse; (8) Engaging in any form of solicitation on Company premises, without Company permission; (9) The use of profane, abusive, or threatening language toward fellow employees or supervisors; (10) Threatening bodily injury to or abuse of fellow workmen; (11) Taking voluntary leave from work, without permission or good cause; (12) Habitually being tardy or absent from work without proper notification; (13) Disobedience of safety rules and endangering other employees and plant prop-

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erty; (14) Reporting for work in the plant while under the influence of liquor, and (15) Violation of any Company rules.

13. To equitably and promptly settle any honest difference and answer any question which an employee may have about wages, hours, working conditions, or any Company rules or regulations, the following procedure should be adhered to:

(a) The matter should first be discussed with the employee's Foreman or Supervisor. Many questions can be settled promptly and satisfactorily if this is done with mutual confidence on the part of the employee and supervisor.

(b) If the employee is not satisfied with the decision of his immediate supervisor as to any question or
4481 difference, he will be given an opportunity, individually, or with any committee duly authorized by the I. S. W. A. to represent him, to discuss the matter first with his Superintendent or Departmental Supervisor, then, if necessary, with the General Superintendent, and then, if necessary, with the Management.

14. Other policies which the Company will maintain unless conditions warrant a change, will be as follows:

(a) Vacations with pay, as outlined in a separate statement, will be granted each year.

(b) A Profit Sharing Plan will be continued, as outlined in a separate statement.

(c) Employees who are discharged or suspended from the service of the Company, for cause, will within forty-eight (48) hours after such discharge or suspension, be given the reason for such action.

(d) Employees who are laid off during a period of reduction of operations will be notified, at the time of their dismissal, if they are not to be re-called for work or re-hired.

(e) Employees who are improperly scheduled for work by their Foreman, and who report for work, will be paid two (2) hours pay at their average rate, and they will be allowed to return home immediately without performing any service whatsoever, unless put to work on their regular jobs.

(f) Employees who report for work and find there is no work for them, for any cause which is beyond the

control of the Company, may be held one (1) hour before being released to return home, and will be paid a flat rate of fifty cents (50c) for transportation.

(g) Any rate change in a department will be posted or verbal notice given thereof before it is put into effect.

(h) Any general rate changes in the steel industry affecting rates at Keystone will be discussed
4482 with the duly chosen representatives of the Independent Steel Workers' Alliance before they are put in effect.

15. The above, in effect, constitutes a Statement of the Labor Relations Policy of the Keystone Steel & Wire Company and shall remain in effect until such time as general economic conditions or other conditions beyond our control make changes necessary. If and when changes are necessary, they will be made with due regard to the mutual rights, privileges and well-being of the employees and of the Company.

KEYSTONE STEEL & WIRE COMPANY.

4483 KEYSTONE STEEL & WIRE COMPANY
GENERAL SAFETY RULES

Rule 1. If special conditions arise which make you think it is necessary to violate any of the following rules in order to do your work, go to your foreman for advice.

Rule 2. A department foreman shall be responsible for the manner in which unusual work shall be done and when necessary he shall supervise work done in his department by men from other departments.

Rule 3. Wrestling, throwing of material, or "fooling" of any kind is positively prohibited.

Rule 4. If you are injured, no matter how little, tell your foreman about it right away and go to the First Aid Station. A slight injury may cause infection.

Rule 5. Employees are forbidden to go into other departments than their own except on company business.

Rule 6. Employees are forbidden to smoke in locations where there are "No Smoking" signs.

Rule 7. Employees working around machinery should avoid wearing ragged sleeves, loose coats, flowing ties, or loose jumpers. Employees must have good soles on their shoes at all times. Unused clothing must be kept in lockers.

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Rule 8. Employees must not use unsafe tools or equipment. Report them at once to your foreman.

Rule 9. Do not operate any machinery, unless authorized by the proper authority.

Rule 10. Do not turn on electricity, gas, steam or water, or set in motion any machinery, or throw down any material, without first seeing that no one is in a position to be injured.

4484 Rule 11. Employees must not ride on any burden being carried by a crane or hoist.

Rule 12. Do not ride on engines, cars, cranes, elevators or trucks or other moving bodies except when required by your duties.

Rule 13. All persons not authorized by the Chief Electrician are forbidden to work upon any electrical apparatus. You are warned against touching wires of any kind, as it may result in your death. Before doing any work where there is danger of coming in contact with electric wires, notify the foreman, who will send an experienced man to advise concerning the work. Do not try to fix electric lights but call the foreman.

Rule 14. Keep from under loads suspended in the air.

Rule 15. While working above, do not drop any material without first giving warning to those below. When it is necessary for men to work above or below other men those men should be notified. Whenever men are working overhead, a DANGER! MEN ABOVE sign shall be placed in such a manner that it will be seen by men passing under the workmen.

Rule 16. When you remove the cover from any opening in the floor, ground, valve pit or sewer, take such steps as are necessary to guard that opening so that no one will fall into it.

Rule 17. In new construction or repairs, the surrounding premises must be kept as clean and orderly as possible. Boards with nails sticking up must not be left lying around.

Rule 18. Use care in placing ladders before using them. If there is danger of a ladder slipping, tie it to a support or have someone hold it.

Rule 19. Do not go up or down ladders without the free use of both hands. If material has to be handled, use a rope.

Rule 20. You must never go into a pump house, boiler room, gas house or electric motor room unless
4485 your duties take you there, and you have special instructions from your foreman.

Rule 21. Do not fool with compressed air. Never blow the air on anyone.

Rule 22. Do not pile material so high that it will fall over, or allow it to lean against walls too weak to bear the pressure.

Rule 23. Tools or material must not be left lying around where men will stumble or fall over them. Tools and materials must be picked up and put away when the job is finished.

Rule 24. Employees engaged in grinding, chipping, handling hot metal of any kind, cutting off rivets and bolts or other work which endangers the eyes, must wear goggles.

Rule 25. Employees are forbidden to watch the arc of an electric welder. To do so may cause blindness.

Rule 26. Employees are forbidden to carry bundles of wire around their necks.

Rule 27. Employees are forbidden to take any fire fighting apparatus from the hose houses for any use other than fighting fire unless they have the permission of the Master Mechanic or Pipe-Fitter or Foreman.

Rule 28. Employees are forbidden to remove or disturb any covering or guard except for the purpose of oiling, inspecting or repairing machinery and if removed, must be replaced and securely fastened as soon as work has been completed.

Rule 29. A belt shifter or stick must be used in all cases for shifting belts.

Rule 30. Employees must use great care in pulling wire off trucks. Great care must also be used in handling bundles of wire, spools of barb wire and rolls of fence to avoid punctures from the end of wires, as this is the cause of more First Aid cases than all others put together.

4486 Rule 31. Employees are forbidden to take short cuts across dangerous places. When necessary to cross railroad tracks, cross at the regular crossings and always stop, look and listen for approaching cars and locomotives.

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Rule 32. When removing material from piles watch that such material does not fall or roll and strike you.

Rule 33. Employees will not be permitted to bring intoxicating liquor on the company premises or to work here while under the influence of liquor. Violation of this rule will be considered sufficient grounds for immediate dismissal.

Rule 34. Wearing finger rings is a dangerous practice and is prohibited.

Rule 35. When lifting, bend your knees and try to keep your body erect. Lift with your legs, not your back.

Rule 36. Whenever it is necessary for you to work in elevated places not protected by standard railing or in bins and hopper cars, wear a safety belt with life line properly adjusted and secured to keep you from falling.

Rule 37. In all cases where it is possible, you should stop machinery before attempting to oil, clean or repair it.

4487 NATIONAL LABOR RELATIONS BOARD

BARTONVILLE BANK

Bartonville, Illinois Tues May 4 1937 No. 246
Pay to the Order of Independent Steel Workers Alliance
$228.53 Two hundred twenty eight & 53/ Dollars For.....

KEYSTONE EMPLOYEES ASSN.
EARL LOWMAN

[ENDORSEMENT ON BACK]
KEYSTONE EMPLOYEES ASSN
EARL LOWMAN
INDEPENDENT STEEL WORKERS ALLIANCE

4488 *Board Exhibit 25*
Case No. 13-C-2069
Board Exhibit No. 25

In the Matter of KEYSTONE STEEL
Date 5/15/44
Witness Lowman
ETHEL E. FISHER, Offical Referee
By HERCHENROEDER

4489 *Board Exhibit 26*

Vouchers Returned .....
Counted and Verified by MK

Name Keystone Employees Association

Address .....

In Account With
BARTONVILLE BANK
Bartonville, Ill.

Please examine at once. If no error is reported in ten days the account will be considered correct

Date	Checks in Detail	Date	Deposits	Date	New Balance
Balance brought forward			228.53		
May 4 '37	228.53	May 4 '37		May 4 '37	.00*
		Balance	None		

Date..... 193.....

RECEIVED STATEMENT

With 1 Cancelled Check

Rec'd by .....

This statement is furnished you instead of balancing your pass book. It saves you the trouble of bringing your pass book to the bank and waiting for it to be balanced. These statements will be found very convenient to check up and file. All items are credited subject to final payment. Use your pass book only as a receipt book when making deposits. 3 Pct. Interest Paid on Savings Accounts and Certificates of Deposits.

4490 *Board Exhibit 27*

AUTHORIZED SIGNATURE OF
Independent Steel Workers Alliance
For the Transaction of Business With
BARTONVILLE BANK, BARTONVILLE, ILL.
EARL LOWMAN, Treas.

In receiving items for deposit or collection, this Bank acts only as depositor's collecting agent and assumes no

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responsibility beyond the exercise of due care. All items are credited subject to final payment in cash or solvent credits. This Bank will not be liable for default or negligence of its duly selected correspondents nor for losses in transit, and each correspondent so selected shall not be liable except for its own negligence. This Bank or its correspondents may send items, directly or indirectly, to any bank including the payor and accept its draft or credit as conditional payment in lieu of cash; it may charge back any item at any time before final payment, whether returned or not, also any item drawn on this Bank not good at close of business on day deposited.

Signature EARL LOWMAN
Date Apr 20 1937

Board Exhibit 28

AUTHORIZED SIGNATURE OF
Independent Steel Workers Alliance
For the Transaction of Business With
BARTONVILLE BANK, BARTONVILLE, ILL.

In receiving items for deposit or collection, this Bank acts only as depositor's collecting agent and assumes no responsibility beyond the exercise of due care. All items are credited subject to final payment in cash or solvent credits. This Bank will not be liable for default or negligence of its duly selected correspondents nor for losses in transit, and each correspondent so selected shall not be liable except for its own negligence. This Bank or its correspondents may send items, directly or indirectly, to any bank including the payor and accept its draft or credit as conditional payment in lieu of cash; it may charge back any item at any time before final payment, whether returned or not, also any item drawn on this Bank not good at close of business on day deposited.

Signature BRUCE F. HOGUE
FRED K. LIESCH
EARL LOWMAN
Date Mar 26 '43

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Board Exhibit 31

Sheet No. .....

Name Independent Steel Workers Alliance

Address .....

Old Balance	Date	Checks in Detail			Date	Deposits	Date	New Balance
			Balance Brought Forward ☛					
					Apr 20 '37	191.00	Apr 20 '37	191.00*
191.00					Apr 26 '37	338.00	Apr 26 '37	529.00*
529.00					May 4 '37	324.68	May 4 '37	853.68*
853.68	May 8 '37	3.75—	169.94—	25.00—	May 8 '37	100.00		
	May 8 '37	15.00—			May 8 '37		May 8 '37	739.99*
739.99	May 12 '37	1.80—			May 12 '37		May 12 '37	738.19*
738.19	May 13 '37	38.00—			May 13 '37		May 13 '37	700.19*
700.19					May 17 '37	78.00	May 17 '37	778.19*
778.19	May 21 '37	20.00—	5.50—		May 21 '37	40.00	May 21 '37	792.69*
792.69	May 22 '37	3.91—	15.00—	5.50—				
	May 22 '37	40.00—	11.50—	5.50—	May 22 '37		May 22 '37	711.28*
711.28	May 22 '37	87.50—	5.50—	25.00—	May 22 '37		May 22 '37	593.28*
593.28	May 25 '37	5.50—	3.00—		May 25 '37		May 25 '37	584.78*
584.78	May 27 '37	35.00—			May 27 '37		May 27 '37	549.78*

1960

4492 *Board Exhibit 33*

AN AGREEMENT BETWEEN THE KEYSTONE STEEL AND WIRE CO. AND THE INDEPENDENT STEEL WORKERS ALLIANCE OF BARTONVILLE, ILLINOIS

Exclusive Bargaining Agent, representing all employees covered in this contract, in any and all matters of collective bargaining, at the plants of the Keystone Steel & Wire Co.

4494 Mention the Alliance When You Buy War Bonds.

We cooperate with other Union Labor in the sale of War Bonds. To give Union Labor credit for War Bond sales, Mention the I.S.W.A.

We Help Win the War by:

Working steady and safely.

Avoiding waste.

Buying all the Bonds we can.

Gladly taking part in the collection of scrap iron, waste paper, tin, fats and kitchen greases.

Can You Buy an Extra War Bond This Month?

4495 *Fellow Workers:*

This is your copy of the working agreement between the Independent Steel Workers Alliance and the Keystone Steel & Wire Company. This copy is for your own personal use. In order that you may fully understand the general working conditions, etc., we suggest that you study the contract carefully.

In addition to this general plant agreement, many of our departments have certain rules and conditions of work to cover conditions peculiar to a certain department, which could not be applied generally to all departments. Study these local conditions and agreements also.

All grievances should be put into writing before they are taken up by our Committee and regular grievance procedure should always be followed.

Your officers and committeemen are always ready to help and advise you with your problems.

This book is printed at the expense of the Independent Steel Workers Alliance and we hope that you will take good care of it so that replacement will not be necessary.

When and if amendments to the contract are made, you

will be given a copy of such amendment, to be attached to your copy of the contract.

BRUCE F. HOGUE, *President.*
WALTER MINGUS, *Vice President.*
EARL LOWMAN, *Secretary-Treasurer.*

4496 AGREEMENT

This Agreement between the Keystone Steel & Wire Company, of Peoria, Illinois, hereinafter referred to as the Company, and the Independent Steel Workers Alliance, of Bartonville, Illinois, hereinafter referred to as the Alliance:

I

Recognition

The Company recognizes the Alliance as exclusive bargaining agent for employees of the Company, for the purposes of collective bargaining. The membership of the Alliance, and appropriate Bargaining Units, for whom the Alliance acts as Bargaining Agent, are:

(a) All hourly, piece work and tonnage paid Production and Maintenance employees.

(b) Testing Department employees, Laboratory employees and Rod Testers.

(c) Shippers, Bundlers, Hot House and Warehouse employees.

(d) Rod Dock employees, Rod Trimmers, Truckers, Scrap men, Stockers, Laborers and Sweepers.

(e) Repairmen, Clerical, Cafeteria, Janitors, Scale House, Storeroom, First Aid and Gate Office employees.

(f) Switchmen, Engineers, Firemen and Hostlers, Cranemen, Hoist men, Pump men and Yard men.

(g) Powerhouse employees, furnace repair men and general utility men.

(h) And all other employees, excluding Company officials, Department heads, Salesmen, Private Secretaries, Foremen, Assistant Foremen, Supervisors, Watchmen, Plant Guards and Time Study men.

4497 II

Purpose of Agreement

The purpose of this agreement is to set forth the mutual agreements of the Company and the Alliance herein, as to wages, hours of work and general conditions of work.

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III

Standard Force

To stabilize employment for a reasonable number of employees, a standard force will be defined in all departments where feasible.

(a) A standard force for the Open Hearth Department will include the number of men required to normally operate two (2) Open Hearth Furnaces and auxiliary equipment, seven (7) days or one hundred sixty eight (168) hours per week.

(b) A standard force for the Blooming Mill Department will include the number of men required to normally operate the Blooming Mill and its auxiliary equipment, five (5) days or one hundred twenty (120) hours per week.

(c) A standard force for the Rod Mill Department will include the number of men required to normally operate the Rod Mill and its auxiliary equipment five (5) days or one hundred twenty (120) hours per week.

(d) A standard force in the steel plant service and maintenance departments will include the number of men required to normally operate such departments when the Open Hearth is operating two furnaces seven (7) days or one hundred sixty-eight (168) hours per week and the Blooming Mill and Rod Mill are operating five (5) days or one hundred twenty (120) hours per week.

(e) The number of employees comprising a standard force in any department of the steel plant, or wire mill, will be increased as new equipment or jobs are added and likewise be decreased as old equipment or jobs are
4498 abandoned. As vacancies occur, regardless of their nature, the proper quota of any standard force may be maintained by moving men up according to seniority who are qualified by ability, reliability and fitness for the work.

IV

Distribution of Work

In order that a fair and equitable distribution of available work may be made in departments other than the Open Hearth, Blooming Mill, Rod Mill, Service and Maintenance, such departments will be defined and receive employment as follows:

(a) Employees employed as Yard Labor, Signal men at

Drop, Groundmen on Locomotive and P & H Cranes, Track Cleaners at Open Hearth, Rod Trimmers for Testing Dept., Rod Dock general labor, Blooming Mill labor, Stool Cleaners and Coal and Ash men at Power Plant, will be considered as on temporary or extra jobs in (b), (c) and (d) of Section III.

(b) Due to the large fluctuation of men transferred from and back to temporary or extra jobs, employees on such jobs will be given five (5) days per week when sufficient work is available. When not enough work is available to give all employees, on temporary or extra jobs, five (5) days of employment per week, all or part of the employees on such jobs may be given four (4) days per week before laying off any employee.

(c) Employees on temporary or extra jobs with five (5) or more years of Steel Plant service, who are not eligible, or who do not wish to advance into other departments, will receive the same consideration as to hours of work as employees in the Service and Maintenance Departments.

(d) To distribute available employment as equitably as may be found practical, transfer of qualified em-
4499 ployees through regular established lines of promotion will be made to fill vacancies, or do special work, such as Open Hearth Repairs, etc.

V

Work Week

For all employees, except salaried employees, subject to the provisions of the State and Federal laws and regulations governing hours worked per day or per week, the following practice will apply:

(a) Forty (40) hours or less shall constitute a work week.

(b) Time and one-half will be paid for all time worked in excess of eight (8) consecutive hours.

(c) Time and one-half will be paid for all time worked in excess of forty (40) hours in any work week.

(d) In the event that an employee is paid at the rate of time and one-half for work in excess of eight (8) consecutive hours, he shall not be eligible for time and one-half for the same work, if it is work in excess of forty (40) hours per week.

(e) A work week herein referred to, shall begin at the

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start of the first shift on Sunday morning and end with the completion of the third shift on Saturday night.

VI

Overtime Payments

Conforming to an executive order, issued by the President of the United States of America, on September 9, 1942, the following provisions are effective for the duration of the present war:

(a) Subject to the approval of the War Labor Board, time and one-half shall be paid for all work performed on the sixth day worked in an employee's regularly scheduled work week, except where by mutual agree-
4500 ment between the Committee on Wages and Working Conditions of the Alliance, and the Management, employees, who for any reason fail to complete their forty (40) hours of work within their scheduled five days of work within the regularly scheduled work week, may be permitted, if work is available, to make up within the regularly scheduled work week such time lost to a maximum of forty (40) hours without the payment of overtime rates.

(b) In the event that emergency conditions require an employee to work for seven consecutive days in any regularly scheduled work week, double time shall be paid for work on the seventh day.

(c) Time and one-half shall be paid in excess of eight (8) hours in any one day and forty (40) hours in any work week, or for work performed on the sixth day worked in any regularly scheduled work week, subject to the exception in the above paragraph (a).

(d) Time and one-half shall be paid for work performed on Labor Day, Thanksgiving Day, Christmas, New Years Day, Memorial Day and the Fourth of July.

(e) The work week her-in referred to shall mean the calendar week beginning with the first shift Sunday morning and ending with the third shift Saturday night.

VII

Distribution of Time

A maximum of forty (40) hours per week with a minimum of twenty-four (24) hours per week will constitute a work week, except in departments where time is shared.

In the event that forty (40) hours work per week is not available for all employees comprising a standard force in any department, work may be distributed as follows:

4501 (a) Thirty-two (32) hours will be given all employees, comprising the standard force, and, if more work is available after this has been done senior employees who are qualified, in turn, will be given the additional work.

(b) If less than thirty-two (32) hours are available for all employees comprising a standard force in any department, twenty-four (24) hours per week will be given all employees comprising a standard force in such department, and if more work is available after this has been done, qualified senior employees, in turn, will be given this work each week.

(c) In the event that less than twenty-four (24) hours per week are available for all employees comprising a standard force in any department, qualified senior employees, in turn, in such department, will be given twenty-four (24) hours per week as far as possible.

(d) When all employees comprising a standard force in any department are working less than thirty-two (32) hours per week, as more work becomes available, qualified senior employees, in turn, will be given thirty-two (32) hours work per week. When this has been done and there is more work available, qualified senior employees, in turn, will be given forty (40) hours work per week, until all employees comprising a standard force in such department, are receiving forty (40) hours work per week.

(e) Temporary employees will be added as needed in any department, after all employees in that department are receiving forty (40) hours work per week; but temporary employees may be added in any department at any time if an emergency exists, such as meeting shipping dates on special orders, or completing emergency repair work.

VIII

Steel Plant Promotions

4502 The present practice of employing men for the Steel Plant Yard for all temporary or extra jobs, and the promotion of such employees into other departments, will be continued. All employees who have been promoted through established lines of promotion, into

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other departments, may be considered eligible to return to the job previously held by them, in case and when their promotion might terminate. For all employees on temporary or extra jobs, the following provisions will be considered in promotions, in lay-offs and in re-hiring:

(a) When qualifications and dependability are relatively equal, seniority will prevail.

(b) After a reasonable learning period, men on temporary or extra jobs will be warned in writing, if their workmanship or conduct is found to be unsatisfactory. After being warned, they will be given a reasonable length of time to correct any unsatisfactory conditions. If employees on temporary or extra jobs do not correct unsatisfactory conditions as to their workmanship or conduct within a reasonable length of time after being given a second warning within six (6) months, they will be subject to discharge.

IX

Seniority

The following provisions constitute the Seniority Agreement, except where modified in article (b) Section VIII as applied to temporary or extra jobs.

(a) No partiality is to be shown to anyone for reasons other than ability, reliability and fitness for work. In promotions and in rehiring, the employee having the longest continuous service, taking into consideration his experience and ability, will be given the consideration before advancing or re-hiring another employee. This provision does not apply to the selection or advancement of Foremen or Supervisors.

(b) If an employee has been promoted in his regular department or transferred to another department
4503 and the job he is on terminates, he may be considered eligible to return to his former job, taking into consideration his experience and ability. This provision applies to Steel Plant employees only.

(c) If an employee is laid off less than one year, and is called back to work, his service record will be connected up and regarded as continuous.

(d) If an employee is not called back to work within one year from the date he was laid off, the Company reserves the right to decide whether or not said employee shall be called back to work.

(e) If an employee, who has been laid off more than one year, is called back to work, he will be regarded as a new employee, except that the Company agrees to give special consideration to cases where the lay-off was due to sickness. Injured employees may return to work when they are physically fit to do so.

(f) Each employee's seniority in a department shall begin upon the day which he enters such department for work. The last man coming into a department is the youngest man in seniority in that department, irrespective of how much plant seniority he may have, unless the job termination provisions referred to in Paragraph (b), Article IX, apply.

(g) When two or more employees start working in a department on the same day, their respective seniority will be determined as follows:

1. If the employees have worked in any other department at Keystone after taking into consideration their experience and ability, their continuous plant service will be the controlling factor.

2. If the employees have not previously worked for Keystone, the department foreman will, within ninety (90) days from the date they start working in any depart-
4504 ment, determine who should be eligible for promotion first, giving special consideration to their experience and ability.

X

Leave of Absence

For the purpose of giving steady employment to established employees, a leave of absence or transfer may be granted employees under the following conditions and circumstances:

(a) Leave of absence, or transfer, will be granted only when approved by the Department Foreman and Mill Superintendent or General Superintendent whose decision will be governed by the general operating conditions and further prospects for the particular employees who are making such request.

(b) If an employee has been transferred from his regular department or granted a leave of absence from the plant, he must, at the end of such first ninety days of such leave or transfer, receive further approval of the Depart-

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ment Foreman and Superintendent, for permission to stay on leave or transfer for another ninety (90) days, in order to maintain his seniority in his regular department.

(c) In case an employee remains in a new department for more than one hundred eighty (180) days, his seniority starts on the day of his beginning to work in the new department. An employee will continue to hold seniority in his regular department during the time that he is out of such department, on an approved leave of absence or temporary transfer.

XI

Rules Governing Laying Off and Rehiring

1. When it is necessary to lay off men, if qualifications and ability are reasonably equal, the men with the least seniority will be laid off first.

4505 2. When men are called back to work, the men having the most seniority will be called back first, if qualifications and ability are reasonably equal.

3. When conditions are such that the Company is unable to offer work to an employee in his normal pay bracket, the employee will be offered the following alternatives:

(a) The best job available in another pay bracket.

(b) Leave of absence, until such time as a job in his regular pay bracket is available, but not to exceed one year.

(c) Lay-off.

(d) Employees laid off, who worked in jobs of other pay brackets, of their own choice, shall be offered any work, as soon as it becomes available, according to their turn in seniority.

XII

Promotion and Seniority

Refusal or inability to take promotion or a new job, when offered, will not bar an employee from future promotions or permission to hold seniority in a department, subject to the following conditions:

(a) If an employee is eligible for promotion or a new job, after considering his qualifications and seniority, and he declines or is unable to accept said offer, the next employee considered eligible, by the same standards, may be offered the same. In the event no department employee desires the job or promotion, other employees will be used.

Any employee who accepts the offer will be considered as ahead of the employee who refused, but the employee who refused will again be considered eligible for any promotion or offer which his seniority and qualifications may put him in line for. In this case, the older
4506 employee cannot be disturbed in his job, by the younger employee, in case the job of the younger employee should terminate.

(b) If an employee does not accept, or is not qualified, for promotion or new job, the employee who accepts such job cannot claim that job in case the force is reduced or the promotion or new job terminates.

XIII

Rules of Procedure

Conditions may arise which are not covered by the previous provisions, and the establishment of a definite line of promotion may not be feasible in all departments. Consideration will be given to recommendations made by the Alliance or any of the Alliance Committeemen authorized by the employees in a department, in the following manner:

(a) Where general rules do not cover special conditions that may exist in some particular department, special rules by which these conditions may be handled, may be recommended for such department.

(b) In departments where the establishment of a definite line of promotion is not feasible, recommendations as to what may constitute a promotion, such as more pay or better working conditions, will be given special consideration.

(c) When the qualifications of two or more employees are relatively equal and either of their employment records are incomplete as to transfers, layoffs, etc., recommendations by duly appointed Alliance Committees will be given special consideration in determining the seniority standing of the affected employees.

XIV

Grievances

To equitably and promptly settle any honest difference and to answer any question which an employee may
4507 have about wages, hours of work, working conditions, or any company rules or regulations, or to

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adjust any matter of grievance, the following procedure shall be used:

(a) The matter should first be discussed with the employee's immediate superior or Department Supervisor, by either the employee and/or the Alliance Committee.

(b) If the employee is not satisfied with the decision of his Department Supervisor, as to any question or difference, he will be given an opportunity individually, or with any duly authorized Alliance Committee, to represent him, to discuss the matter, first with his Plant Superintendent and then, if necessary, with the General Superintendent and then, if necessary, with the Executive Committee of the Company.

XV

Wages

The Company agrees to pay wages as high as generally prevail in comparable industries for similar work, as follows:

(a) Individual wage rates will be based on the type of work and the manner such work is performed.

(b) Employees who are improperly scheduled for work by their foremen, and who report for work, will be paid two (2) hours pay at their average rate, and they will be allowed to return home immediately without performing any service whatsoever, unless put to work on their regular jobs.

(c) Employees who report for work and find there is no work for them, for any cause which is beyond the control of the Company, may be held one (1) hour before being released to return home, and will be paid a flat rate of fifty cents (50¢) for transportation. However, Foremen will be expected to make every effort to give such employees any work that may be available.

4508 (d) Any rate change in a department will be posted before it is put into effect.

(e) If an employee loses a day's work because of improper schedules, in addition to the payment provided in Paragraph (b) of this Section, he shall be given an opportunity to make up the lost day within thirty (30) days from the date upon which he lost work improperly. If such lost day is not available within thirty (30) days, the employee shall be paid for the day so lost. It is under-

stood that the day so made up shall not necessarily be required to be upon the employee's regular job.

XVI

Vacations With Pay

The Company agrees to grant vacations with pay, as outlined in separate statement.

XVII

Profit Sharing Plan

The Company agrees to continue its profit-sharing plan, as outlined in separate statement.

XVIII

General

1. Employees who are discharged or suspended from the service of the Company for cause, will be given the reason for their suspension or discharge at the time such action is taken. Cases of grievance arising from the discharge of an employee, must be presented within five (5) days after due notice of such discharge has been given to said discharged employee.

2. Employees, who are laid off during a period of reduction of operations, will be notified at the time of their layoff, if it is the intention of the Company not to call them back to work in their regular turn.

4509

XIX

Time of Agreement

This agreement shall be in full force and effect for one year from the date hereof, and thereafter from year to year unless either party hereto shall give written notice to the other, of his desire to change or amend this agreement or any provision thereof. Said written notice shall be given at least thirty (30) days before any change, revision or amendment of this agreement may become effective.

XX

Signatures

In witness whereof the parties hereto have set their hands, this 11th day of February A. D. 1943 at Bartonville, Illinois.

(Signed For the Keystone Steel & Wire Company:

W. H. Sommer, *President.*

W. O. Fritze, *Secretary.*

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For the Independent Steel Workers Alliance:
BRUCE F. HOGUE, *President.*
FRED K. LIESCH, *Vice President.*
EARL LOWMAN, *Secretary.*
Committee on Wages & Working Conditions:
SHERMAN MATHENY.
CHAS. BARKER.
ALONZO W. JOHNSON.
EUGENE R. FOLTZ.

4510 Working Schedule Agreement

An Agreement between the Keystone Steel & Wire Company, hereinafter known as the Company, and the Independent Steel Workers Alliance, hereinafter known and referred to as the Alliance:

1. For the purpose of this agreement, a "work week" shall be any seven day period, commencing with the beginning of the first shift starting on Sunday morning.

2. It is agreed that the Company will continue the practice of arranging work schedules so that employees of the Company will get their days off duty grouped together, as far as it may be practical to do so, in order that the full benefit of several days of rest and leisure will be available, as often as the schedule permits.

3. It is agreed, in order to group together as many days off duty as possible, it is necessary that some work schedules be arranged which require employees to work six, seven, eight, nine or ten days in succession in two work weeks, as has been the practice in the past, without the payment of overtime.

4. The Company and the Alliance have worked together for several years, in arranging work schedules which have provided as much time for rest, recreation and leisure as possible, and still give each employee his full number of work days. It is understood and agreed that this policy will be continued.

5. This agreement shall continue in full force and effect until either party hereto shall give thirty (30) days notice to the other party, of their desire to change, amend or cancel any part or the whole of this agreement.

It is mutually agreed and understood between the Independent Steel Workers Alliance and the Keystone
4511 Steel and Wire Co. that any employee who because of his own choice, does not complete his regularly

scheduled work day in a regularly scheduled work week may be permitted to make up, if work is available, such lost time on the sixth day of said regularly scheduled work week without the payment of overtime.

In witness whereof the parties hereto have affixed their signatures this 4th day of February, A. D. 1943, at Bartonville, Illinois.

(Signed) Keystone Steel & Wire Company:

By R. E. Sommer,
Vice-Pres. & Gen'l. Mgr.

Independent Steel Workers Alliance:

Bruce F. Hogue, *President.*
Earl Lowman, *Secretary.*
Fred K. Liesch, *Vice President.*

Committee on Wages & Working Conditions:

Sherman C. Matheny.
Chas. Barker.
Alonzo W. Johnson.
Eugene R. Foltz.

4512 *Board Exhibit 37*

December 14, 1942.

To Wallace Covington, Orville Taylor,
Ralph Allen, Ora Pennington:
CC: Galvanizing Dept. Committee.

Pursuant to an action taken by the General Committee of the Independent Steel Workers Alliance, I must notify you that you will be removed from the membership rolls of the Independent Steel Workers Alliance, five days from the above date, unless you give your full loyalty to the I.S.W.A. and stop committing disloyal or traitorous acts against the Alliance.

Wearing the button of a competitive union, which seeks to destroy the I. S. W. A., has been declared a disloyal and traitorous act, and soliciting members for a competitive union seeking to destroy the I.S.W.A. has also been declared a disloyal and traitorous act, by our General Committee.

I hope you realize that if you are expelled from the I.S.W.A., you will get no representation as long as the I.S.W.A. holds sole bargaining rights at Keystone. The

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Keystone company has refused to meet the C.I.O. for purposes of collective bargaining, which they must refuse to do, under the law, until such time as some other union wins an election at Keystone.

I am sure that, if you have the true facts on the number of members in the I.S.W.A. and in this C.I.O. group, that you know full well that the I.S.W.A. can win an election by a top heavy majority at Keystone.

So, suit yourself and make your choice within the five day period allotted to you. If you notify us that you will be loyal to the I.S.W.A. from here on, no further action will be taken. We would like you to stay with us, if that is your wish. If you do not give us this assurance, then we cannot carry you as a member after December 19, 1942.

(Signed) BRUCE F. HOGUE, *President.*

BFH:J.

4513 *Board Exhibit 40*

INDEPENDENT STEEL WORKERS' ALLIANCE
BARTONVILLE, ILL.

JULY 13, 1942.

Mr. WINFRED HOUT,
312 Buena Vista Ave.,
Bartonville, Ill.

DEAR SIR: This is to inform you that charges have been filed against you by members Lee Forbes and James Pratt. These charges are that you have accused them of being unpatriotic, and of being Nazi sympathizers.

Please take notice that there will be a department meeting of Alliance members from the Galvanizing Department at the Alliance Hall in Bartonville, Monday, July 20, 1942 at 2:30 P.M. at which time said charges will be aired. You are hereby invited to attend this meeting to present your defense.

(Signed) Earl Lowman,
EARL LOWMAN,
Sec. Treas.

EL:J.

4514 *Board Exhibit 41*

INDEPENDENT STEEL WORKERS' ALLIANCE
BARTONVILLE, ILL.

JULY 28, 1942.

Mr. WINFRED HOUT,
Buena Vista Ave.,
Bartonville, Ill.

DEAR SIR: Charges are filed against you, with the General Committee of the Independent Steel Workers Alliance, for violation of Article 14 of the Constitution. It is alleged that you have committed disloyal and traitorous acts and that you have defamed members of the Alliance.

Your hearing is set for Monday, August 3, 1942 at 3:30 P.M. at the Alliance Hall in Bartonville, Ill.

You have the right to appear at this hearing to defend yourself.

(Signed) Bruce F. Hogue,
BRUCE F. HOGUE,
President.

BFH:J.

4515 *Board Exhibit 42*

OFFICE MEMORANDUM

FEBRUARY 23, 1944.

Mr. WINFRED HOUT, #476, *Galvanizing Department.*

DEAR SIR: I have just been informed by one of our employees about being approached by you concerning Union affiliation and activity.

This employee appealed to me, protesting about being molested with things of this kind during working hours. Your action this morning violates one of our Company policy rules, and I must ask that this practice be stopped at once.

We are continually hearing rumors of Union propaganda within our Plant, but we always hesitate to take any action unless some particular individual or group of individuals appeal personally, and give us the facts.

It is always rather unpleasant to write memorandums of this kind, but we must be consistently fair and impartial in all our dealings with all of our men, regardless of their

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Union affiliation, and in this connection I must caution you that any more information, requests or appeals by any of our employees concerning Union activities within the plant, by you, if proven, will cause you immediate dismissal from the employ of this Company.

JOHN A. MORITZ,
Supt. of Wire Mills.

JAM.
fsj.

4516 *Board Exhibit 43*

JUNE 23, 1942.

Mr. JOHN HUBER, *Fabric Dept.*

Following my talk with you the other day, when I mentioned to you what I had learned about your attempts to organize our members in another organization, I received further proof of the truth of these charges, which you had denied.

This activity is a violation of the Constitution of the Independent Steel Workers Alliance, Article 14 and I hereby file a charge against you, of disloyalty and ask that you resign from your position on our Seniority Committee and from our Union at once.

The date of your hearing will be Monday, July 6, 1942 at 3:30 P.M. at the Alliance Hall in Bartonville, Ill.

You are accused of soliciting membership in another organization for the purpose of legislating rates of pay and working conditions for steel workers, which activities seek to destroy the Independent Steel Workers Alliance.

(Signed) BRUCE F. HOGUE, *President.*

BFH:J.

4517 *Board Exhibit 44*

OFFICE MEMORANDUM

JUNE 30, 1942.

Mr. JOHN HUBER, #909, *Fabric Department.*

DEAR JOHN: I have been informed by some of our employees that you have been doing a considerable amount of Union organizing while within this Plant. These men have appealed to me that they prefer not to be molested with things of this kind while on the job.

In keeping with our Company policy which conforms to Federal Labor Laws, I must ask that this practice be stopped immediately, otherwise more drastic action will have to be taken.

In the 5½ years that I have been back here, I have, from time to time, heard rumors of Union organizing while on the job, but I have always hesitated to take any action unless some particular individual or group of individuals have appealed to me personally and given me the facts, which has only happened once before, at which time I warned the individual, the same as I am doing now.

While I hesitate to write you a memorandum such as this, I must be consistently unbiased and fair in all my dealings with our men, regardless of their Union affiliations.

JOHN A. MORITZ,
Supt. of Wire Mills.

JAM.
fsj.

4518 *Board Exhibit 50*

JUNE 29, 1942.

To: WINFRED HOUT, KLAUS PETERS, CLARENCE MORGAN, ELWOOD HAACKE, MARTIN MIARS, GEORGE MILLER, FRED KELLY, VIRGIL WOODS, MERLE DAVIS, LEO CLODFELTER, THOMAS HAYES, CHAS. PHILLIPS, ARCHIE NOLDER, ARVID NELSON, BERT BROADSTONE, CALVIN BLUE, LUTHER HAYES:

Fellow Workers:

I have the names of all Keystone workers who held membership in the Alliance and who have joined the Keystone local of the C.I.O.

My duty compels me to take action against these men who have joined the C.I.O. group, which happily, from an Alliance standpoint, is sure to fail.

Most of these men whom I shall be compelled to take action against are men whom I have felt kindly towards for many years. So, it is not a pleasant duty which I now have before me. However, I intend to proceed against every disloyal member.

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In the hope that some, or all, of the few who have joined this other union, might reconsider and notify our Secretary Earl Lowman that they have terminated their membership in this other union, I am going to hold back these charges for a time. And, if any, or all, of these who have joined any other union, will notify Secretary Lowman that they wish to continue membership in the Alliance, I will forget the whole mess, if they show that they have terminated their membership in this Keystone local C.I.O.

Otherwise, I will be compelled to take action that can only result in the expulsion, suspension or fining of any and all disloyal members. I do not think they would want to work at Keystone as a non-union man and my best advice to them is that they check carefully the full facts and see why the present move to destroy the Alliance will fail miserably. Those proving disloyal will be held to a strict accountability.

The I.S.W.A. did not begin this controversy and I am sure that the handful of our members who leave us, will soon see the hopelessness of their position. We do not enjoy penalizing or disciplining any member and we hope each of these men will appreciate our thoughtfulness in trying to make it possible for them to again become loyal members of the I.S.W.A.

(Signed) BRUCE F. HOGUE, *President.*

BFH:J.

4519 *Board Exhibit 51*

OFFICE MEMORANDUM

JUNE 30, 1942.

MR. JACK WHITE, #905, *Fabric Department.*

DEAR JACK: I have been informed by some of our employees that you have been doing a considerable amount of Union organizing while within this Plant. These men have appealed to me that they prefer not to be molested with things of this kind while on the job.

In keeping with our Company policy which conforms to Federal Labor Laws, I must ask that this practice be stopped immediately, otherwise more drastic action will have to be taken.

In the 5½ years that I have been back here, I have, from time to time, heard rumors of Union organizing while on the job, but I have always hesitated to take any action unless some particular individual or group of individuals have appealed to me personally and given me the facts, which has only happened once before, at which time I warned the individual, the same as I am doing now.

While I hesitate to write you a memorandum such as this, I must be consistently unbiased and fair in all my dealings with our men, regardless of their Union affiliations.

JOHN A. MORITZ,
Supt. of Wire Mills.

JAM.
fsj.

4520 *Board Exhibit 52*

WIRE MILL DIRECTORY 1940

Bahlman, Wm., 522 Fifth, Peoria, 4-2827.
Birgam, Ed., 6901 S. Adams, B'ville.
Becker, Ben., 1105 Park, Pekin, 1092-M.
Bolander, Ed., Glasford Operator.
Bosch, Wm. P., 201 Dixon, Peoria, 4-0158.
Brown, Wm., 312 McKinley, B'ville, 4-4874.
Bryne, Oran, 211 Peru, B'ville.
Castle, C. C., 1400 Ellis, Peoria, 2-0949.
Claudin, Wm., 112 Peru, B'ville, 3-1479.
Cochran, Tony, RR#1, Pekin, 34F21.
Cordes, H. G., 322 Caroline, Pekin, 1415.
Crank, Russ, 717 Matthew, Peoria, 4-4558.
Dimmick, B., 1112 W. Nebr., Peoria, 2-8798.
Doe, Walter, 914 Krause, Peoria, 7081.
Donahue, H., 228 Court, Pekin, 1668 J.
Drummond, J., 514 Russell, Peoria, 4-7254.
Duttarer, L., LaFayette, B'ville, 4-8451.
Early, Carl, 1200 Garfield, B'ville.
Evans, Ray, Big Hollow Rd., Peoria, Co 27J11.
Farnum, Art, 127 Caroline, Pekin, 1543-M.
Fales, Harold, 325 McKinley, B'ville, 4-3325.
George, Carl, 319 Caroline, Pekin, 1587 R.
Getz, Henry, 1000 Hanssler, Peoria, 2-9191.
Griffith, Herman, 7123 Washington, B'ville, 3-2785.

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Haller, George, 1521 Market, Pekin, 879-R.
Hawk, Fred, 1110 S. Capitol, Pekin, 344-M.
Helms, Sam, 211 Weiman, B'ville, 3-5392.
Herman, J. L., Mt. Hawley Road, Peoria, Co 110R1.
Hill, Harry, 907 Bacon, Pekin, 23.
Hoffman, Emil, 1015 Starr, Peoria, 4-3702.
Jenks, Alvie, RR#104, Peoria.
Joy, Art, 1108 Western, Peoria, 4-1634.
Kaebel, Roger, 567 Moss, Peoria, 7601.
Keller, Elmer, 501 Julian, Pekin, 974-J.
Largent, Richard, 206 Ashland, Peoria, 4-8967.
McBride, Jas., 717 Greenlawn, Peoria.
McCabe, Ralph, Garfield Rd., B'ville.
McCarthy, J. J., 612 Blaine, Peoria, 4-4545.
McMullen, E., 1700 Prospect, Peoria, 2-9148.
Melling, Jack, 3519 So. Adams, Peoria, 4-0309.
Michael, Roy, 1305 E. Nebr., Peoria, 2-3622.
Moritz, D. W., 1001 Caroline, Pekin, 779-M.
Moritz, J. A., 1448 Park, Pekin, 1589.
Nanninga, Henry, 900 State, Pekin.
Nelson, L., Box 86 R, San Jose.
Rarick, O., 919 Charlotte, Pekin, 452-W.
Reist, John, 318 Siebold, Peoria, 4-9013.
Renaldo, Tom, 1002 Sommerset, Pekin, 1141-J.
Rogena, Mat., 605 McKinley, B'ville, 4-5971.
Rowell, E., Box 202, Tremont.
Sanderson, J. L., 6204 Jefferson, B'ville, 3-1371.
Schantz, Geo., 512 Catherine, Pekin, 1549-J.
Schultz, Fred, RR#1, Mapleton, 4-8670.
Snyder, Geo., 524 Montana, Peoria.
Speight, W. D., 505 Barker, Peoria, 4-2230.
Strope, Jess, 304 State, Pekin, 1561-R.
Strope, Rudy, 1200 Oak Ridge, Pekin.
Summers, H., 1012 Court, Pekin, 485-M.
Sutherland, P. G., 1908 Knoxville, Peoria, 2-1565.
Tannahuser, H., 331 Arago, Peoria, 9597.
Travis, J., 205 Latrobe, Peoria, 3-5253.
Vale, Ed., Tremont.
Waechter, Ernie, 1012 Court, Pekin, 485-M.
Weiman, Geo., 1432 Antoinette, Peoria, 3-1612.
Weiss, Jerry, 600 Krause, Peoria, 4-4818.
White, Jack, 216 Peru, B'ville.

Williamson Hugo, 911 No. 4th, Pekin, 254-R.
Wimmer, Cliff, 1104 Ann, Peoria.
Yaden, Everett, 105 Hatterman, B'ville, 8503.

4522 *Board Exhibit 55*

JULY 26, 1942.

To: TOM DAVIES, LEONARD NELSON, ALVIN JENKS, JAMES HAMILTON:

Some time ago, I sent a letter to some of you, regarding promoting older helpers to Operators. I had heard some discussion on this subject from some of you because several operators, namely: Farischon, Roberts and Joe Haacke had either quit or left for Army service.

At the time of writing these letters, I felt that the present operator setup should be studied and the Seniority Committee then would decide how many operators should be carried.

Shortly after I wrote you, and before we had our seniority committee meeting, I received information that at that time, you were all members of the C.I.O. group, which was being organized at that time and which of course, was being formed for the purpose of destroying the Alliance.

This information put me in a spot. I did not know whether you men wanted to continue your membership in the Alliance and still expect representation, or whether John Huber, Jack White and Winfred Hout, who already claimed to represent their C.I.O. members and had demanded recognition of their union from the Keystone company, had taken over your case or not.

Most of the Fabric men quit speaking to me when they signed up with the C.I.O. and I did not feel that I could get information from these men on the operator setup, which we should have in order to form a fair decision.

I told the Seniority Committee at that time, that I felt sympathetic with the request of some of these older helpers to be promoted to Operators, yet I felt that these older helpers and some of the operators had taken a step that made solution of their request impossible until the present controversy is decided.

The Committee instructed me to table this request until our membership in the Fabric Department makes it

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possible for us to get proper information on this request, so that it can be properly decided.

I am sorry, fellows, that there is a delay in this case but I feel sure you will see that as far as the Alliance is concerned, it is unavoidable and you may all feel sure that this request will be handled soon and just as soon as it is proper and right.

I am also very much pleased at the change of attitude and the expressions of friendliness from several Fabric men, and I want all Fabric men to know that when this controversy is over, we are not figuring on any punishment to those who have signed with the other union, except perhaps the ring leaders who caused the controversy.

I have gone into this situation rather thoroughly, so that you would not get the idea that your request would be turned down, as I feel sure it will be handled soon. So be patient, please.

With kindest personal regards,

BRUCE F. HOGUE, *President.*

BFH:J.

4523 *Board Exhibit 56*

INDEPENDENT STEEL WORKERS' ALLIANCE
BARTONVILLE, ILL.

JUNE 28, 1943.

MR. THOMAS DAVIES,
815 So. Eighth St.,
Pekin, Illinois.

DEAR SIR: For several months, I have heard reports from various members, of disloyal statements that were made by you. Not wishing to take action until we are compelled to so so, all of these were passed up and forgotten.

Recently, however, a C.I.O. group, headed by John Huber, obtained your signature on a petition, which was designed to belittle and destroy an act of our bargaining committee, who were supported by a majority. The fact that you took your stand with this C.I.O. group, must be considered an act of disloyalty to the I.S.W.A. and compels me to file charges of disloyalty against you.

Your date of hearing will be July 12, 1943 at the Alliance Hall in Bartonville, Illinois, at 3:30 P.M. You may appear and defend yourself, if you so desire.

(Signed) Bruce F. Hogue,
BRUCE F. HOGUE,
President.

BFH:J.

4524 *Board Exhibit 64*

OFFICE MEMORANDUM

JANUARY 27, 1938.

Mr. BRUCE F. HOGUE, *President,*
Independent Steel Workers' Alliance:

Referring to a Keystone Employees' Association memorandum signed by Earl Lowman and posted on September 9, 1936 of an agreement that became effective May 4, 1936 upon approval by the General Committee.

The part of this memorandum which I refer to is—"If the work is not available through some reason beyond the control of the company such as a power failure, fire, windstorm or flood, the men shall be paid 50 cents each, which should cover cost of transportation with the understanding that whenever possible the company will attempt to notify the men when work is not available."

From time to time there has been considerable controversy concerning shut-downs of this nature and just how much the men were entitled to and although this memorandum is clearly definite as to the amount, it does not state specifically how long men can be held on the job for this 50 cents or, to use an exaggerated example, we could hold the men on the job for four or five hours and yet only pay them 50 cents each.

Of course I know this would not be fair and just and would immediately bring a protest from you or the Alliance. I would, however, like to get the question settled once and for all and for that reason am offering the following recommendations.

If any department or departments are shut down due to any reason beyond the control of the company such a- power failure, fire, windstorm or flood, etc., the men will be paid 50 cents each provided they are not held on

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the job more than one hour. In case men are held on the job longer than one hour, then the non-operating rate of 58½ cents per hour will apply up until such time as they are released or sent home.

JOHN A. MORITZ,
Supt. of Wire Mills.

JAM:CW.

4525 *Board Exhibit 70*

OFFICE MEMORANDUM

NOVEMBER 17, 1942.

BRUCE F. HOGUE, *President, I. S. W. A.*

DEAR BRUCE: I heard a report the other day that two or three of the men in the Nail Department had thrown their I. S. W. A. buttons into the scrap can one night recently. This was the only information I had, so I immediately asked the Nail Department Foreman to follow up this information. Walter Doe, being on his vacation, I took the matter up with Art Farnum, the acting day Foreman at that time. His report to me submitted yesterday, November 16th is as follows:

"In regard to the men throwing their Alliance buttons away, I was told by one of the men that this happened three or four weeks ago.

It has always been customary, when we are short of help, to take men off jobs where the kind of nails and tonnage would effect us the least, which normally is the 4D Machine Jobs. On these machines the regular helpers are Byrne, Molleck, Cramer, Maple, Girdzus and Keil. Maple and Molleck never complain much when they are taken off of their regular jobm but Byrne, Cramer, Girdzus and Keil at times have seemed more or less disgusted.

Keil said that he was one of the men who threw his Alliance button away. I asked him why he did, and he said because he was so disgusted being taken off his regular job so often, although he did say that he didn't mean anything by doing this, and also that he realized that there wasn't anything we could do about it, and said he felt that the other fellows who threw their buttons away felt the same as he did.

It seems as though some of these men understood that

when they bid on a job and got it they would not be taken off, however, this naturally was a misunderstanding on their part, and even though these men do continue to get disgusted, there isn't anything we can do about it, when other men lay off or if we are short of help, so I just can't see any way to remedy this situation."

Art."

I just thought, Bruce, that you would appreciate having this information.

JOHN A. MORITZ,
Supt. of Wire Mills.

JAM.
fsj.

4526 *Board Exhibit 72*

OFFICE MEMORANDUM
359-6-42-2

DECEMBER 15, 1942.

Re: Galvanizing Dept. C. I. O. Petition. Your memo December 15th

BRUCE F. HOGUE, *President, I. S. W. A.*

DEAR BRUCE: It is only natural that we will disregard the petition you refer to.

Along this same line, and for your information, Mr. Herb Romen, Superintendent of the Northwestern Steel & Wire Company, called me this morning, so I took advantage of the opportunity to ask him about their working schedule, and he informed me that after the C. I. O. had gained a sole bargaining agreement with the Company, that the C. I. O. had learned from a former Keystone employee, who was then and still is working at Northwestern, about the 4-day off schedule that we had in force here, and that the C.I.O. immediately requested Northwestern Steel & Wire Company to adopt this same schedule, which the Company agreed to do.

The Company has gone one step further and submitted this type of schedule to the State Labor Board and received an OK from them.

I just thought, Bruce, you might be quite interested in this bit of information.

JOHN A. MORITZ,
Supt. of Wire Mills.

JAM.
fsj.

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4527 *Board Exhibit No. 83*

JUNE 28, 1943.

Mr. ALBERT GROB, *Glasford, Ill.*

DEAR SIR: For several months, I have heard reports from various members, of disloyal statements that were made by you. Not wishing to take action until we are compelled to do so, all of these were passed up and forgotten.

Recently, however, a C. I. O. group, headed by John Huber, obtained your signature on a petition, which was designed to belittle and destroy an act of our bargaining committee, who were supported by a majority. The fact that you took your stand with this C. I. O. group, must be considered an act of disloyalty to the I. S. W. A. and compels me to file charges of disloyalty against you.

"Your date of hearing will be July 12, 1943 at the Alliance Hall in Bartonville, Illinois, at 3:30 P.M. You may appear and defend yourself, if you so desire.

(Signed) BRUCE F. HOGUE, *President.*

BFH: J.

4528 *Board Exhibit 87*

OFFICE MEMORANDUM

FEBRUARY 10, 1936.

To NATHANIEL CLIFTON.

CC: Tom Matheny.

In answer to your question concerning electing of representatives for Steel and Wire Mill Welders.

It was agreed by Verne Hanson, Sr., Orville Blair, and the President of the K. E. A. and Chairman of the Rules Committee, that the Wire Mill have two representatives and the Steel Plant one, and that both groups, because of having the same foreman be considered as one unit. Therefore both groups were allowed to vote on the same ballot for the candidates of their own choosing.

Hopeing this will explain, I remain,

EARL LOWMAN, *Secretary.*

IB.

4529 *Board Exhibit 94*

Minutes of Meeting of the Rules Committee at the Alliance Office, Wednesday, April 17, 1940 at 3:30 P.M. with the following men present: N. W. Tindell, Fred Liesch, Walter Mingus, B. F. Hogue, J. Mahannah.

B. F. Hogue. "We have a petition here signed by more than the required 150 members, for the nomination of Raymond Barger as a candidate for President. I would suggest that the petition be honored in spite of the fact that according to the by-laws, it should be in the hands of the Secretary five days after the April meeting of the General Committee."

After discussion, motion by N. W. Tindell that the petition of Raymond Barger be accepted and his name placed on the official ballot. Seconded by Walter Mingus. Upon question the motion carried.

The clerk presented the nominations for department Committeemen from the Welding Department and stated that the first six names were all men from the Wire Mill, whereas it is customary to name at least one candidate from the Steel Plant branch of this department.

Motion by N. W. Tindell that we cut the low man off of the list from the Wire Mill and substitute the high man from the steel plant. Seconded by Walter Mingus. Upon question the motion carried.

After discussion, it was agreed to circulate a petition among the employees of the Wire Mill storeroom, to see where they desired to place their representation.

B. F. Hogue. "We have been trying to get this working agreement signed up for a long time. We have presented it to the company. The last time we went out there they took the attitude that little steel had not signed contracts. They did infer that Keystone would agree to accept these things as their signed policy. Now here is the point. If they do, for a matter of legality, it is probably as legal as if it was signed."

After discussion about the advisability of demanding a signed agreement or accepting the same thing in a statement of company policy, it was the opinion of the members of the Rules Committee present, that the statement of company policy would be just as effective and acceptable as the signed agreement between the company and the Alliance.

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After discussion it was agreed that the Rules Committee would act as the election board at the regular annual election on May 7, 1940, and would appoint James Mahannah and Earl Lowman to assist them in this work.

Meeting adjourned.

(Signed) EARL LOWMAN, *Sec. Treas.*
By J. MAHANNAH.

4531 *Board Exhibit 100*

KEYSTONE STEEL & WIRE COMPANY
Ingots - Billets - Rods - Wire Products - Fencing
PEORIA, ILL.

MARCH 14, 1944.

Mr. EDGAR PARTLOW,
211 Peru Avenue,
Bartonville, Illinois.

DEAR EDGAR: I don't believe it would be wise for us to give you a job at this time.

I have made some inquiries and find that there is a considerable amount of resentment and bad-feeling toward you boys, and I'm afraid we would be inviting trouble, both for yourself and us, if we were to give you employment.

Furthermore, you have a job now, and it would be contrary to our U. S. Employment Service set-up, to pull you away from an essential job and give you one of lesser importance, for we would not be able to re-employ you at your old line of work.

Also, our Patenting Department is going to reduce its production, starting next week, so even if we were to offer you a job, it would only be an ordinary laborer's, someplace else in the Mill, so for your own good, Ed., I believe you are much better off where you are.

Sorry I can't give you any more encouraging news.

Yours very truly,

KEYSTONE STEEL & WIRE COMPANY,
By JOHN A. MORITZ,
Supt. of Wire Mills.

JAM.
fsj.

4532 *Board Exhibit 101*

DECEMBER 15, 1942.

Mr. J. A. MORITZ,
Supt. of Wire Mills.
CC: Sam Helms, Galv. Dept. Committee.

DEAR JOHN: A petition has been passed in the Galvanizing Department, by two members of the C. I. O., taking a stand on how to give out extra days when they are available.

The I. S. W. A. has no connection with this move, whatever, as non-members are signing it and it has been sponsored by the C. I. O. group.

Therefore, we ask that the petition be disregarded and I have instructed our Committee to discuss this "sixth day" problem at the department meeting of Galvanizing Department members. I ask that no attention be paid to this petition, or any other petition, for that matter, unless it is sponsored by the Alliance.

(Signed) BRUCE F. HOGUE, *President.*

BFH:J.

4533 *Board Exhibit 104*

OCTOBER 30, 1936.

To *All Keystone Employees' Association Members:*

All of you will be interested very much in the attached report of the activities of the various committees for the year 1935-36. This report indicates continued progress by our Association, and we start our fourth year with a larger and happier membership than ever before.

Business has been good at Keystone, and with steady work, good working conditions, and the harmonious and friendly relations between our Management and the Association, a feeling of security and peace is enjoyed by all of us, and it is our sincere hope that our Association will continue to progress and will enjoy 100% loyalty of its' members as it has in the past, and that the new year 1936-37 will see another year of accomplishment, and service by the Keystone Employees' Association, which in three years has become the best Association of its kind in the Steel Industry.

With this report you will find a copy of the new By-Laws

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of the Association. Read them carefully and note the various changes. Each of you is asked to take care of your By-Law Book, and keep it for handy reference when the need for it arises, and in all cases follow the rules set up in the By-Laws.

(Signed) BRUCE F. HOGUE, *President.*
PAUL CANTRALL, *Vice President.*
IB EARL LOWMAN, *Secretary.*

4534 OCTOBER 30, 1936

To *All Keystone Employees' Association Members:*

Here is the record which has been compiled from our records of the activities of the various committees of the Keystone Employees' Association for the year 1935-36, including the number of subjects presented for consideration, the number of requests made that were granted, compromised, denied, as well as those still under consideration.

Although it would appear from this record that our Seniority Committee has been the least active, consideration should be given to the fact that their support was instrumental in correcting quite a large number of seniority cases between members.

A recapitulation of all the cases handled by the various committees and which were presented to the Management follows:

Committee	Subjects presented for consideration	Requests granted	Subjects disposed compromise	Subjects under consideration	Requests not granted
Barbwire Com.	4	1	1	1	1
Bundling Com.	4	2	1	1	
Drawing Com.	6	6			
W. M. Electrical Com.	1		1		
Testing Com.	1	1			
Fence Com.	26	17		2	7
Galvanizing Com.	6	4			2
Millwright Com.	1	1			
Patenting Com.	2	2			
Post Com.	8	5		1	1
Shipping Com.	16	10	1	2	3
Trucking Com.	1			1	
Blooming Mill	4	3		1	
Scrap Comm.	2	1	1		
Rod Mill Com.	4	3		1	
S. P. Electrical Com.	2	1		1	
S. P. Mechanical Com.	2		2		
Office Com.	2	1			1
Wage Committee	7	3	2		2
Rules Committee	1	1			
Safety Committee	76	68		8	
Seniority Committee	4	3	1		
Miscellaneous	6	5			1
Total Requests	185	138	10	19	18

Following is the record of the Standing Committees.

The Seniority Committee has handled twenty cases between members, they have granted sixty-two leave of absences, they have been responsible for the reinstatement of six members to their former positions.

The Wage Committee has secured a number of individual increases for members, they were instrumental in securing the 3¢ per hour general increase, along with the 4% Profit Sharing Plan.

The Rules Committee has seen that the By-Laws were properly amended and new copies printed, also other rules of the Association.

The Safety Committee, along with the Rotating Safety Committee has turned in over a hundred safety suggestions, of this number a large marjority has been taken care of by the Safety Department.

Following is a list of special cases secured by the Association for its' members:

1. General Increase of 3¢ per hour for all members, including the Office.
2. A 4% Profit Sharing Plan put into effect.
3. Keystone Picnic, with the co-operation of the Goodfellow Club.
4. Vacations for plant employees to be Keystone Policy.
5. Increased Minimum Wage to 50½¢ per hour.

In addition to the foregoing, you, of course, are familiar with the various subjects that were presented to the plant foremen by the committees and adjusted to their satisfaction.

(Signed) EARL LOWMAN, *Secretary.*

IB.

4536 *Board Exhibit 105*

KEYSTONE STEEL & WIRE COMPANY
Ingots - Billets - Rods - Wire Products - Fencing
PEORIA, ILL.

AUGUST 6, 1941.

To *Employees of the Keystone Steel & Wire Company:*

The fifth year of sharing profits with employees was completed with the closing of our fiscal year on June 30, 1941.

The increase in wages granted to all employees on

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April 1, 1941 carried out our policy of keeping our rates in line with other steel companies, so that this check should be considered as a reward for extra effort on your part.

Keystone is receiving an increasing amount of defense material orders, so you know we are doing our part during these troublesome times.

Raw materials, especially metals, which we purchase are under strict government supervision, both as to quantity and price, so it is almost impossible to make any predictions for the future.

The enclosed check covers your share of the profits distributed at this time, as provided in the plan.

Sincerely yours,

R. E. Sommer,
R. E. Sommer,
Vice-Pres. & Gen'l. Mgr.

FW

4537 *Board Exhibit 114*

Independent Steel Workers Alliance
Bartonville, Illinois

January 29, 1943.

Fellow Members:

As many of you know, for the past several months, we have been preparing a new working agreement, incorporating therein the advantages to our members made possible by the work of your Wage Committee during the past five years, as well as changes made possible by recent interpretations of the federal regulations. Our attorney, Mr. E. V. Champion, has guided us in the preparation of this agreement, so that it will safeguard all of the interests of our members.

We are happy to announce that the new agreement is almost complete. A conference between our Wage and Working Conditions Committee and the officials of the Keystone Steel & Wire Company, has been arranged to take place next week. At this meeting, no doubt, the agreement will be concluded and signed.

Copies of the new agreement will be made available, as soon as possible, for all members. After you have studied

it, we ask that you compare it with the agreement signed by the C.I.O. at Caterpillar, at Northwestern Barbwire, or any other plant where they have obtained an agreement. Then you will see how far we have forged ahead of the professional organizers, whose first care is to line their own pockets regardless of the welfare of their members.

Some of our members were highly amused to receive a letter from the C.I.O., written by the notorious "Bull" Bailey and signed by his patient stooge, John Huber. It seems that Mr. Bailey's spies were slow to learn that we were about to conclude an agreement with the Keystone company, and when he finally learned the news, he rushed into print in an attempt to belittle the I.S.W.A. and discredit the agreement. Failing in that, he will probably claim that he wrote it himself.

A few of the men who were induced to sign a C.I.O. application by promises of "Back Pay", are wondering what happened to the promises made by ventriloquist Bailey and his dummy. These men haven't seen any back pay yet and now they have learned that Northwestern Barbwire, under C.I.O. contract, works exactly the same shift schedules that we do. In fact, Northwestern copied our system. The C.I.O. approves this system at Sterling, Ill., but denounces it as illegal at Peoria. We would like to hear Bailey explain that one.

Don't be tricked into signing a C.I.O. application by the old line that "It means nothing and will only help to get an election." Some of the boys at Caterpillar fell for that one, and found to their sorrow, that they were forced to pay back dues and fees amounting to as much as $25.00, or else lose their jobs.

4538 Our Wage Committee has been working hard, and has some good news to report. First, they obtained a reduction in your monthly garage rent so that garage rent is now only 50¢ per month. Secondly, they obtained an agreement with the Company, for a $6.24 per day guarantee to all piece-workers and men on tonnage. Also, the beginning labor rate of 73¢ per hour has been abolished, and laborers will receive 78¢ per hour from the day they start to work. These gains, of course, must be approved by the War Labor Board, before they go into effect. They were certified to the Board on January

3, 1943 and will go into effect just as soon as the approval of the Board is received.

Other results obtained since our last report to you, are an agreement for extra compensation, covering changed carloading conditions due to the war, which will benefit our Shipping Department members, and better rates for certain war products from the Fabric Department.

One notable event, in the Fabric Department case, occurred when John Huber, the "Mortimer Snerd" of the C.I.O. group, informed Supt. Moritz that our members were laying down on the job and did not deserve a better rate for making this product. Just another attempt by a C.I.O. leader to get in solid with the boss, at the expense of his fellow workers. The result of this statement, was that our Wage Committee had a real fight on their hands, in order to obtain a fair rate of pay for making this order.

We are pleased to report that applications for membership in the I.S.W.A. continue to come in a steady stream. Each week sees the return to our ranks, of more of those who had swallowed whole, the promises made by the "Two hundred dollar per month boys". In fact, some former officers of the so-called "Keystone" local of the C.I.O. have come back to us, disillusioned.

Those of you who would like assistance in filling out your income tax forms, will find our office ready to help you. We have a supply of forms and copies of the law, as well as competent advisors to help you.

Our thanks to all of you who are doing such fine work in bringing in new members and in spiking the many false rumors spread by the C.I.O. in their now desperate attempt to destroy our Union. United, we stand.

(Signed) Bruce F. Hogue, *President.*
Earl Lowman, *Secretary-Treasurer.*
Fred Liesch, *Vice President.*

4539 *Board Exhibit 117*

KEYSTONE STEEL & WIRE COMPANY
Ingots - Billets - Rods - Wire Products - Fencing
PEORIA, ILL.

MAY 20, 1939.

Mr. O. S. SMITH, *Field Examiner,*
Thirteenth Region,
National Labor Relations Board,
20 No. Wacker Drive,
Chicago, Illinois.

DEAR MR. SMITH: On my return to the City this morning I find your letters of May 10th and 19th requesting certain information regarding the Independent Steel Workers Alliance. We are very sorry that this delay in replying to your letters has occurred.

We have been unable to find a copy of the by-laws of the old Keystone Employees' Association, and assume that all of these copies must have been destroyed at the time the Association passed out of existence.

I have been unable to find very much information with reference to the Keystone Ball Club. The Keystone Red Brand Ball Club was organized several years ago without any financial contribution from the Company. In the Spring of 1934 the Company decided that there might be a certain amount of advertising value in having our Team represented in the neighboring country Towns, as it is from the rural districts that our demand for farm fencing originates. After some consideration at that time the Company donated $490.00 to this Club. It is our understanding that the full amount of this contribution was spent for new uniforms and equipment at that time. This was the only contribution ever made by the Company to the Ball Club.

The Ball Club consisted entirely of Keystone employes, but had no connection with the Keystone Employes' Association, as any employe was eligible to play whether or not he was a member of the Association.

The Company did not participate in any way in the direction of the Ball Club. It did, however, provide an athletic field which could be used by this Club or any other employes for playing either hard or soft ball, or any other recreational purposes. This recreational field was also

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made available between times for other recreational sports by the residents of the vicinity, particularly boys who wished to have a place to play impromptu baseball games.

All expenses of the Keystone Red Brand Ball Club after the donation in the Spring of 1934 were earned and paid for by the Club. We have no records and no knowledge of any transfer of cash at the time the Keystone Employes' Association was discontinued and the Independent Steel Workers Alliance was organized. Early in April, 1937, at the time of the dissolution of the Keystone Employes' Association, our Company did advise the Association verbally that all financial or any other support would be immediately withdrawn. Unfortunately, we have no written record of the exact date of the withdrawal of this support. However, we are certain that it was previous to April 15, 1937.

I am sorry that we cannot give you more definite information on these subjects, but the writer has always felt that recreational activities of employes should be handled by the employes themselves and we have therefore never attempted to in any way direct or influence these activiities, and this in a large measure accounts for the fact that practically no information on these activities is available. I trust, however, that the information I have been able to give you will be of some use to you in your activities, and I am

Yours very truly,

D. P. Sommer.

DPSommer.
LF.

4541 *Board Exhibit 118*

December 1, 1943.

Wire Mill Supervisory Force
Name and Position

John A. Moritz, Superintendent of Wire Mills.
John L. Sanderson, Assistant to John A. Moritz, Supt.
Florence S. Joseph, Secretary to John A. Moritz, Supt.
Henry G. Cordes, Drawing Dept., Chief Foreman.
Herb Moore, Drawing Dept., High Carbon Foreman.
George Haller, Drawing Dept., High Carbon Foreman.
Fred Kiesow, Drawing Dept., High Carbon Foreman.

Donald Willey, Drawing Dept., High Carbon Foreman.
Everett Yaden, Drawing Dept., Low Carbon Foreman.
Frank Kyle, Drawing Dept., Low Carbon Foreman.
Bernard Herbig, Drawing Dept., Low Carbon Foreman.
~~Evelyn Dahlin~~, Gone. Drawing Dept., Low Carbon Clerk.
Jess White, Drawing Dept., High & Low Carbon Relief Foreman.
Harry Zimmerman, Drawing & Patenting Dept., Asst. Foreman—in charge of Clerks.
Margaret Parkinson, Drawing & Patenting Dept., Relief Clerk.
~~Gladys Yaden~~, Gone. Drawing & Patenting Dept., Clerk.
Billie Francis, Drawing & Patenting Dept., Clerk.
Jerry G. Weiss, Patenting Dept., Chief Foreman (and High Carbon Drawing Production).
Wm. L. Claudin, Patenting Dept., Foreman.
Ernest McMullen, Patenting Dept., Foreman.
Earl Knott, Patenting Dept., Foreman.
Melvin Tester, Patenting Dept., High Carbon Schedule Man.
Glenna May, High Carbon Clerk.
Edgar Henry, Die Dept., Foreman.
Matt Rogena, Die Dept., Assistant.
~~Thos. Rinaldo~~, Now Netting Dept. Helper, Cleaning Dept., Chief Foreman.
Irvin Rowell, Cleaning Dept., Foreman.
Raymond Lockhart, Cleaning Dept., Foreman.
Elvan Schuler, Now in Navy, High Carbon Warehouse, Chief Foreman.
H. Lohrenz, High Carbon Warehouse, Leader.
Clyde Chitwood, Since June 1st, 1944, High Carbon Warehouse, Leader.
Herman Johnson, High Carbon Warehouse, Leader.
Lyle Hoffman, Reclaiming Dept., Foreman.
Oran H. Byrne, Galvanizing Dept., Chief Foreman.
David W. Moritz, Galvanizing Dept., Foreman.
Dean Byrne, Galvanizing Dept., Foreman.
Ed. Yocum, Galvanizing Dept., Foreman.
Elmer Keller, Galvanizing Dept., Foreman.
Walter Doe, Nail Dept., Chief Foreman.
Arthur Farnum, Nail Dept., Foreman.
I. Randolph, Nail Dept., Foreman.

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Ed. Bohlander, Fabric Dept., Foreman.
Zale Ronketta, Fabric Dept., Tool Room Man.
W. Hessler Gentry, Bundling Dept., Chief Foreman.
Wm. Bahlman, Bundling Dept., Foreman.
E. Olson, Relief Foreman.
Jack Melling, Shipping Dept., Chief Foreman.
Wm. Bosch, Shipping Dept., Foreman.
4542 Orville Rarick, Millwright Dept., Chief Foreman.
Fred Halsted, Millwright Dept., Chief Foreman.
Ray Evans, Millwright Dept., Assistant.
Hank Nanninga, Millwright Dept., Assistant.
Fred Schreiber, Millwright Dept., Assistant.
Perry Sutherland, Machine Shop, Chief Foreman.
Edgar L. Vale, Machine Shop, Foreman.
Jay Drummond, Machine Shop, Foreman.
Wm. Drummond, Machine Shop, Foreman.
Cliff Wimmer, Welding Dept., Chief Foreman.
Ed. Schmidt, Welding Dept., Foreman.
Tom Cowser, Welding Dept., Night Supervisor.
Howard Farris, Relief Foreman.
Jess Strope, Pipe Shop, Chief Foreman.
Rudy Strope, Pipe Shop, Assistant.
Otis Wren, Pipe Shop, Relief Foreman.
Kearney Jones, Netting Dept., Chief Foreman.
Louis Duttarer, Fence & Barb Wire Depts., Chief Foreman.
J. Travis, Fence & Barb Wire Depts., Adjuster.
F. Schultz, Fence & Barb Wire Depts., Adjuster.
W. Girdzus, Fence & Barb Wire Depts., Adjuster.
~~Dorothy Standerfer~~, Gone. Fence & Barb Wire Depts., Clerk.
John Nordstrom, Testing Dept., Wire Mill Chief Metallurgist.
Virgil Watts, Testing Dept., Chief Foreman.
Harold Fales, Testing Dept., Relief Foreman.
~~Ardys Pell~~, Gone. Testing Dept., Clerk.
Wm. Brown, Electrical Dept., Chief Foreman.
Henry Getz, Electrical Dept., Foreman.
George Weiman, Electrical Dept., Foreman.
Jim Mahannah, Electrical Dept., Chief Clerk.
Jack McCarthy, Yard Dept., Chief Foreman.
Ralph McCabe, Yard Dept., Relief Foreman.

Russell Crank, Yard Dept., Foreman.
Harry Hill, Store-Room, Chief Foreman.
George Schantz, Store-Room, Foreman.
Joe Herman, Coatings Engineer.
Blees Dimmick, Machine Shop Salvage.

JOHN A. MORITZ,
Supt. of Wire Mills.

JAM
fsj

4543 *Board Exhibit 119*

STEEL PLANT SUPERVISORS AND ASSISTANT SUPERVISORS
Name and Position

OFFICE & RESEARCH

A. H. Sommer, Steel Plant Superintendent.
W. R. Conn, Chief Clerk and Rod Dock Supt.
Harty Mahaney, Timekeeper & Assistant Chief Clerk.
George Meyers, Weighmaster & Scrap Inspector.
R. S. Simmons, Chief Metallurgist.
Jack Tompkins, Chief Chemist.
E. H. Reyer, Operating Metallurgist.
John Nordstrum, Asst. Chief Metallurgist.
Les. Franks, Wire Mill Metallurgist.
John Harrigan, Metallographer.
Murray Clark, Research Chemist.
Walter Hoffert, Steel Plant Stores.
L. Gerard, Rod Inspection Foreman.
Steve Singer, Rod Inspection Foreman.
R. Newberry, Rod Inspection Foreman.
Hiram Griffin, Rod Inspection Foreman (relief).
Ed. Behrends, Rod Dock Inspector.
Steve Hymbaugh, Billet Inspection Foreman.

MECHANICAL & ELECTRICAL

Walter Kronquist, Steel Plant Mechanical Foreman.
Wm. Wilson, Steel Plant Electrical Foreman.
Fred Swanson, Steel Plant Mechanical Foreman (relief).
C. A. Hume, Steel Plant Electrical Foreman (relief).
Louis Wagenbach, Pipe Fitter Foreman.
Wm. Garretts, Mason Foreman.
Klaus Kruse, Mason Foreman (relief).

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Pete Fischer, Carpenter Foreman.
Wm. Allen, Rigger Foreman.
Dave Abbey, Steel Plant Crane Repair Foreman.
John Danzeiser, Maintenance Foreman.
Lawrence Tyler, Maintenance Foreman.
Harry Taylor, Maintenance Foreman.
Ralph Stewart, Maintenance Foreman.

OPEN HEARTH AND SCRAP

A. E. Getz, Open Hearth Superintendent.
A. R. Edwards, Melter Foreman.
Paul Fruehauf, Melter Foreman.
Ward English, Melter Foreman.
Harry Chilcot, Melter Foreman.
Roy Reaktenwalt, Melter Foreman (relief).
Wm. Schwinn, Hd. Stock Foreman.
Jerry Moran, Stock Foreman.
Julius Doubet, Stock Foreman.
Roy Applegren, Stock Foreman.
Francisco Franco, Scrap Department Foreman.
James Collins, Scrap Department Foreman.

4545

ROLLING MILLS

Wm. Herman, Rolling Mill Superintendent.
R. W. Brown, Blooming Mill Head Roller.
Al. Hibbert, Blooming Mill Roller.
Ed. Aldridge, Blooming Mill Roller.
Romer Chaney, Blooming Mill Roller.
Grant Herman, Soaking Pit Foreman.
Paul Cantrall, Soaking Pit Foreman.
Chas. Powell, Soaking Pit Foreman.
Verne Mefford, Soaking Pit Heater.
Everett Reed, Soaking Pit Heater.
Joe Flores, Soaking Pit Heater.
Chas. Osberg, Rod Mill Head Roller.
Herb. Mason, Rod Mill Roller.
John Flanery, Rod Mill Roller.
Homer Hasty, Rod Mill Roller.
Ray Knight, Rod Mill Roller.
John Gall, Sr., Rod Mill Heater.
Norman Welsh, Rod Mill Heater.
Henry Van Hoosier, Rod Mill Heater.

Lloyd Brown, Rod Mill Heater (relief).
Emil Lundberg, Head Millwright.
Lester Lofgren, Head Roll Turner.

ROD DOCK

O. T. James, Head Dock Foreman.
Harvey Brown, Rod Dock Foreman.
Herman Koeppel, Rod Dock Foreman.
Louis Davis, Rod Dock Foreman.
V. Gerber, Rod Dock Foreman (assistant).
Paul Siens, Rod Dock Foreman (assistant).
O. Voll, Rod Dock Foreman (assistant).

POWER PLANT

Walter Gaumer, Power Plant Superintendent.
Carl George, Power Plant Engineer.
Howard Hobson, Power Plant Engineer.
Kenneth Turner, Power Plant Engineer.
Herbert Van Hooser, Power Plant Engineer.

YARD

Charles Graham, Yard Foreman.
Everett Allen, Yard Foreman.
Joe Hermann, Head Yard Foreman.
Bruce Birkett, Yard Foreman.
Angello Sanzotto, Track Foreman.
John Houk, Yard Foreman.
James Thomas, Yard Foreman.

4547 *Board Exhibit 125*

OFFICE MEMORANDUM

OCTOBER 3, 1935.

TO NATE TINDELL, *Chairman*, SIMON WAGENBACH, NATHANIEL CLIFTON, VERNE HANSON, SR., SAM ORR, *Chairman*, PAUL TALBOTT, ARNOLD JESTER, S. P. TOMLIN, HERBERT MOORE, *President*, EARL LOWMAN, BEN BRINKS, FRANK FREESE, D. P. SOMMER, *Management Representative*, IRVIN BUBE.

There will be a meeting of the above mentioned employees, Friday, October 4, 1935, at 4:30 o'clock P. M., in the Association's Conference Room at the Steel Plant.

Please be present.

(Signed) HERBERT MOORE.

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4548 *Board Exhibit 126*

WAGE COMMITTEE

Minutes of Wage Committee Meeting in D. P. Sommer's office Wednesday, December 16, 1936 at 3:00 p. m. with the following men present: Jerry Moran, Chairman, John Elmore, Ross White, Vernon Auld, Paul Cantrall, Vice Pres., Earl Lowman, Sec., J. Mahannah, D. P. Sommer, J. A. Moritz, John Hinnen.

D. P. Sommer opened the meeting as follows: "Without preliminaries, fellows, I would like to say that we have been checking this thing over very carefully, and trying to arrive at some basis that will conform to the adjustment in the industry, and it looks like three cents. I will, show you how we arrived at this figure. We did have an average wage of about 70¢. We added 3¢ before, and now propose 3¢ more, which makes 6¢. To compute the percentage, dividing the 70 into the 6 makes 8½% increase in average wage, without taking into consideration the Profit Sharing Plan at all. Figured on the same earnings as last year, the Profit Sharing Plan will make 5.1%. Let us assume that it will be cut in half this year, and make it 2½%. This would make a total of 11%. Jerry, you raised the question of making certain adjustments in rates, and dividing up what was left. That will not be the case."

Mr. Sommer mentioned the Power Trucker Helpers as an example of these adjustments.

J. MORAN. "This increase will be right straight out?"

D. P. SOMMER. "Common labor in the yard will have a 2¢ per hour increase." "That would make the common labor rate 52½¢ per hour, which is the highest rate for common labor that I know of. Common labor had two raises when the rest of the men had none. The men who do common labor work in different departments in the mill, will automatically get the 3¢ raise. This is an incentive for the laborer in the yard to get into the Mill Departments. Another class of men who will not get and increase are the older men who really have pension jobs. Some of these men are bagging staples over at the Post Department. Many employers would have let these men go, but we are holding them on, doing light work, and paying them common labor rates. I think, in fairness to the common laborer, we should not give the raise to these older men who are not on producing jobs.

J. MORAN. "are any of these men disabled in service?"

D. P. SOMMER. "No, they just got old in service."

J. HINNEN. "Common labor at 52½¢ has had a 30% increase since August, 1935. The rate was 40½¢ then, and they have been given two raises in addition to the last general raise."

J. ELMORE. "That will affect a lot of men, won't it?"

D. P. SOMMER. "No, not so many, because quite a few of these men get some piece work such as unloading cars of posts, etc."

D. P. SOMMER. "I think we should retain the 6 months step up. In view of the fact that we are making
4549 these other adjustments, and 52½¢ is the top for common labor, I think it should be left at the present status, or 47½¢ so that the newer or occasional laborer is not out of line."

J. MORITZ. "How many men will be affected by this, about 25?"

D. P. SOMMER. "That depends upon how much work we are doing about the Mill."

J. MORAN. "The Yard Gang at the Steel Mill is quite a large bunch."

D. P. SOMMER. "This would not apply to the Track Gang, and work of that nature. They are considered more as Departmental men. What I want to make plain, is that the common labor raite for intermittent services should not be out of line with anything around here, since they have had a 30% increase."

J. MORAN. "If you should give them 2¢, will that make them the highest rate around here?"

D. P. SOMMER. "The Caterpillar's rate is 50¢ now. Do you men know of any place paying higher?"

J. MORAN. "We had figured on receiving a 4½¢ increase. That would make about 6%."

D. P. SOMMER. "What you were figuring was only on the flat hourly raise of 6 cents. I don't think we should ignore the Profit Sharing Plan. That is Keystone's way of saying, 'If we earn it, we will share it with you.' Based on last year's earnings, which I doubt very much if we will equal this year, under present conditions, you would be making much more, about 14 or 15% increase. I have explained to you what happens at Keystone when

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scrap goes up. We cannot continually keep our wage rate above the average, as we must compete with other manufacturers in the wire markets."

J. MORAN. "I believe that production is about as efficient at Keystone as it is any place."

D. P. SOMMER. "We must try to keep it so. The Republic Steel Company is building a new Wire Mill in Chicago which will be more efficient than ours. Did you know we are paying 50% more of wire drawing on the old type benches than we are paying on the continuous machines?"

R. WHITE. "Do you think a cent an hour is enough difference between a common labor rate and the starting rates in production departments?"

D. P. SOMMER. "There is no difference now."

R. WHITE. "Most of these jobs are hot jobs."

D. P. Sommer asked J. Hinnen to get some of these rates to illustrate what was meant in this respect.

J. Moritz said that the helpers in the Muffle Department were one instance."

4550 J. Hinnen said that the open Hearth Pit Laborers were 2½¢ above the common labor rate now. They will get 1¢ more, making it 3½¢ difference.

R. White said there was one pit laborer who only got the same as common labor.

J. Hinnen asked if this man were on straight days.

R. White said that he changed shifts as the other men did.

D. P. SOMMER. "He is at the position of least Seniority. He has something better to look forward to."

After discussion, D. P. Sommer called H. Mahaney at the Steel Plant to see how many men were working on the Yard Labor Gang at the Steel Plant.

J. Hinnen said that the standard crew was 41 men, but they have been averaging from 50 to 56 men right along.

Mahaney advised that about 35 men were in the Yard Gang at the present time.

D. P. Sommer said that he did not know how much piece work these men obtained, but he was sure that they got some, such as unloading brick, etc.

J. Moran said these men were on piece work when unloading cars of Manganese, etc.

D. P. Sommer. "Just where the line can be drawn, it is hard to say. The Wire Mill details have been pretty well worked out, but the Steel Mill has not. I would like to talk to Mr. Conn before making any decision. The Track Crew is really a Departmental Job. When a bunch of men are brought in just for special work, I don't see why they should be paid more than the general rate for such work, do you?"

R. White. "No, I don't."

V. Auld. "Would nail sorters get the 3¢?"

D. P. Sommer. "Yes, they are in a department. The adjustments will iron out some of these things. All we save here will help your bonus."

Earl Lowman asked if there would be a bonus paid before Christmas.

D. P. Sommer. "No, not that I know of."

P. Cantrall asked why none of the Steel Plants had paid bonuses.

D. P. Sommer said that he did not know the reason.

J. Moran said that, in his opinion, if the company would give a general increase of 3½¢ and common labor 2¢, the men would be better satisfied.

D. P. Sommer. "Do you think the men are ever satisfied? An addition cent is quite a lot of money on our volume."

J. Hinnen said that a one cent increase would cost the company over $20,000 per year.

D. P. Sommer. "In face of the fact that 3¢ is really tops, and with any kind of a year at all, the bonus will make it more than 10%, I think our proposition is one for us to be proud of."

4551 Earl Lowman asked how much bonus had been earned so far in the fiscal year.

D. P. Sommer said there was from $12,000 to #14,000 in the reserve now. He said the month of November had been bad for earnings on account of the Blooming Mill breakdown. He said that the past 6 months were always the poorest months at Keystone for profits. The bulk of their business being in the first six months of the year.

J. Hinnen said that in 1933 our common labor rate was 37¢, and the company was getting $47.00 per ton for nails. Today our common labor rate will be 52½¢ per

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hour, and nails are selling for $43.00 per ton, so the committee can readily see what some of the problems of the management consist of.

R. White asked if more tonnage per man was produced now than before. He said in his opinion, the company was selling more products than before.

J. Hinnen said that the company is selling more tonnage from the Steel Plant than they used to, but the Wire Mill tonnage was not as great in some Departments. He said that fence prices are also much lower than they were, and still everybody is getting higher hourly wages.

D. P. Sommer stated that the company had turned down an order for 15,000 tons of nails for shipment to the West Coast, because they could not break even on the price.

D. P. Sommer. "We want to divide up, and I think the 8½% on the average hourly rate, plus even a small part of the Profit Sharing Plan, brings it up to where it should be. Do not lose sight of the fact that we must compete with other mills, and we cannot hope to keep so far above the average of steel mill wage rates. We must be competitive. That was one of our reasons for adopting the Profit Sharing Plan, so that if we make the money, we will share it, and if we do not make the money, we cannot pay it."

P. Cantrall. "We miss our 'Silver Tongued Orator' Bruce, very much today. Before we came out here today, we talked it over and thought we would be offered 4¢. We thought not to accept less than 4¢."

J. Moritz. "I certainly think that the Profit Sharing Plan will net you the difference."

D. P. Sommer. "If it only makes 1½% it will bring up the total earnings to 10%. The average in the industry was not 10%, it was 8% on production rates."

J. Moritz. "This thing looks funny to me, coming in as a new man. What is your basis for figuring 4¢?"

J. Moran. "The main thing was that we were basing on a 10% increase, and considered the Profit Sharing Plan as a bonus, in the true sense."

D. P. Sommer. "The Bonus should not be considered that way. The Keystone said, " 'So much we can pay, and if we make more, we will share the profit' ".

J. Moran. "I don't know how the committee feels."

D. P. Sommer. "Get this thought in your mind. Even if the bonus earnings are only one third of last year's basis, it will bring up the average to 10%. It only takes a 1½% bonus to make this up."

4552 J. Elmore. "I think after the men get the first bonus check they will feel differently about the bonus."

D. P. Sommer. "After you men put the proposition up to us so fairly, we decided not to do any bargaining. I just said 3¢. Maybe if I had said 2¢, Jerry would have said 2½¢. We are facing a situation here, that has some uncertainties in it and we don't know just what the picture will be at the end of the year."

R. White. "The fellows in the 55 to 60 cent bracket are not the men who are making the most complaint, although they need the most help."

D. P. Sommer. "We have been making a number of individual adjustments in these rates. There have been some adjustments in addition to the general raise. There are also more chances to move up in the 60¢ rate ranges than in the higher paid jobs."

V. Auld brought up the case of the helpers in the Nail Mill. He said they were doing work of a semi-skilled nature, were working very hard, and did not receive more than labor rates.

D. P. Sommer asked if there had not been an adjustment made for the Nail Helpers.

V. Auld said there had not, unless it was only on certain kinds of nails.

P. Cantrall asked if the general increase would apply to the office force. He said they should receive the equivalent of 3¢ per hour.

D. P. Sommer said that this would be worked out the same as the previous increase, and the office force would receive the increase. He said that comparing Keystone wage rates with the mills they must compete with, the new rates for the industry show an average of 72.9¢, while ours, with this increase, would by 77.9¢, making us still 5¢, or approximately 7% above the average in the industry.

J. Hinnen said that the Keystone would be in line with the rates in the industry if they had not granted indi-

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vidual increases from time to time, between general raises in the industry. The adjustments which are made in this manner are what throws Keystone rates above the average.

J. Moran mentioned that these average rates include all of the mills throughout the country, including Southern Mills, where wage rates are low.

D. P. Sommer said that this was true, but that the Southern mills were a small percentage of the total, and their low rates made it hard to sell in competition with the Southern Mills, especially in the South and Southwest, where we have many good customers.

J. Moran asked what the committee thought of the proposition that had been offered.

V. Auld said that he thought we should consult the President, Bruce F. Hogue, before accepting the proposal.

D. P. Sommer said it would be alright for the men to take time to talk the thing over, as it was not effective until January 1st, 1937.

J. Moran said that the General Committée had talked the question over, but no figure as low as 3¢ had been mentioned.

4553 D. P. Sommer said that the men should consider the rising costs of production to the company, and the necessity of maintaining a competitive condition to obtain business. He said, "I think you will give consideration to the fact that we cannot pay any more than 10% without the bonus. The Bonus was the answer to the request of the men for larger increases than we could pay on conservative estimates of earnings. If we make the profit, we will split with you, if we don't make the profit, we cannot pay it out in wages."

Earl Lowman. "The committee is not bound, if they accept this offer. In case of additional increases in the industry, they can come back for more."

D. P. Sommer. "That is true. You are not signing up or agreeing to this rate for any stipulated period of time. Increases in the industry would change the picture, and you know that my door is always open for further discussion of the problem."

John Hinnen stated, in answer to question, that the 3¢ increase, including the office employees, would amount to considerably more than $100,000.00 per year.

J. Moritz. "You fellows can ask for 3½¢ or 4¢, but somebody must see where it is coming from. It is our job to explain the situation to you, so that you can understand what we can pay. It is your job to come in here and ask for increases and carry the picture of the situation back to your men, so that they will understand it. One of the redeeming things in the situation is that Keystone is above the average of the industry. If you were below the average, it would be different."

J. Hinnen. "In 1933 we were even with the average rates for the Steel Industry. Now we are about 5¢ above the average, when including the proposed increase."

D. P. Sommer. "It figures about 7% above the average of the industry. Actually you can say this: Your average increase figures 8½% without the bonus. This rate brings your rate 7% above the average in the industry without the bonus. The stockholders of this company have put a lot of their money back into the business to keep up the efficiency of the Plant. The improvements in buildings and machinery do not come out of the bonus, as I explained before. I am very proud that this company can pay it's employees a rate that is 7% above the average of the industry."

J. Moritz. "I think one of the things your association has to do, is to acquaint the men with the fact that they are not getting cheated. If we would get everybody satisfied that they were getting treated fairly, we would be doing a very good work."

At the suggestion of J. Moran, the meeting recessed. The management representatives left the meeting, while the committee deliberated upon the proposition offered. At the conclusion of this period, D. P. Sommer was called back into the meeting.

Paul Cantrall. "The Committee were given full power to act, at the last meeting of the General Committee. The Wage Committee has given full consideration to your proposal. We have decided to accept the 3¢ per hour, with reservations. The understanding we want, is that any rate changes will be given fair consideration."

D. P. Sommer. "That is understood. With the idea that there are some rates which should be adjusted."

4554 Ross WHITE. "Will you post notices to that effect?"

D. P. SOMMER. "We will post the regular adjustment sheets, the same as before."

E. LOWMAN. "What kind of a notice will be sent out? Will you send it out, or shall we?"

D. P. SOMMER. "I would suggest that you let us write it up, and we will call some of your committee in to approve of it before it is posted. We will have it ready some time this week, if possible, and you fellows can come in and look it over."

Meeting adjourned.

(Signed) EARL LOWMAN, *Secretary.*
By J. MAHANNAH.

4555 *Board Exhibit 127*

JANUARY 8, 1936.

The Management has given consideration to an adjustment in the minimum wage rate brackets.

There will be no change in the minimum wage rate of 42½¢ per hour, or other rates which may be in effect for the first six months of employment with the Company. The minimum wage after six months service with the Company will be 47½¢ per hour, the length of service to be figured on either an accumulative or continuous basis.

This rate adjustment does not apply to apprentices, cafeteria or office workers, nor does it apply when a Department is in a non-operating condition and men are held on the job until the Department resumes operation, nor as a guarantee to pieceworkers.

This rate was made effective beginning Sunday, January 5, 1936.

D. P. SOMMER,
General Superintendent.
EARL LOWMAN,
Secretary, K. E. A.

DPS.
LF.

4556 *Board Exhibit 128*

WAGE COMMITTEE

A meeting of the Wage Committee was held in Mr. D. P. Sommer's Office, Friday, January 3, 1936 at 3:00 o'clock P. M. with the following being present: Herbert Moore, Earl Lowman, Henry Kohlbacker, John Van Buren, Paul Talbott, Chairman, John Hinnen, D. P. Sommer, Irvin Bube.

Herbert Moore substituted for the President and Vice-President who were not present.

Herbert Moore asked Mr. Sommer if he had an answer for the Committee on the minimum wage rate of 50¢ per hour, requested by the Committee.

Mr. Sommer replied that the Management would be favorable to establishing a 47½¢ minimum wage rate, with the understanding that this was not to effect cafeteria employees and apprentices, this was also not to effect the starting rate of new employees which is 42½¢. When the new employees have been in the employ of the Company for a period of six months their rate would be increased to 47½¢. Mr. Sommer further stated that this new rate would become effective January 5, 1936.

Herbert Moore told Mr. Sommer the only thing the Committee could do was accept this and report to the General Committee, on January 6, 1936.

Mr. Sommer explained that he wanted it understood that this was not an adjustment in common labor rates but a minimum wage rate, and the Management would not consider any adjustment in hourly rates arising out of the establishing of this minimum hourly wage adjustment. He stated that the reason for this minimum rate change was in consideration of the higher costs of living, because the Management could employ men at a lower rate of pay, and many plants are still employing men at the lower rates.

Paul Talbott asked if this new rate included the non-production rate in departments, where there is an hourly rate set when the mill is down for repairs or some other cause.

Mr. Sommer replied that in most cases it did, but in some departments where the employees work both on an hourly rate and a tonnage rate each rate case would

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have to be considered separately and in some cases there would be no change.

Herbert Moore explained to Mr. Sommer about the new system of the Safety Committee, where they appointed more men on the Committee for a period of 90 days to work with the Safety Committee of the K. E. A. The rate for the Representatives who attend these meetings is 60¢, while these men appointed only receive 50¢, the K. E. A. feels that these last named employees should receive the same amount of pay as the Representatives as they are doing practically the same kind of work.

Mr. Sommer replied that he would contact Mr. Speight on this question, and advise the Committee what action was taken.

4557 *Board Exhibit 129*

OFFICE MEMORANDUM

JANUARY 15, 1936.

Seniority Committee:

GENTLEMEN: You will recall that some time ago the Seniority Committee had up for consideration the case of H. Mohn.

From facts disclosed by a more recent investigation, I feel that as the Management Representative I am justified in requesting that the Seniority Committtee again reopen this case for a very careful consideration of all of the facts.

I will appreciate your giving consideration to this request to reopen, and would like to be advised as soon as you have reached your decision regarding reopening the case.

Yours very truly,

D. P. SOMMER,
General Superintendent.

DPS:LF.

4558 *Board Exhibit 130*

DECEMBER 22, 1936.

Notice to All Employes:

Effective January 1, 1937 the Common Labor Rate will be increased 2¢ per hour. The rate for all other employees will be increased 3¢ per hour.

This increase is the result of an agreement reached between the Wage Committee of the Keystone Employes Association and the representatives of the management and is in accordance with the understanding had when the wage increase and Profit Sharing Plan were announced in August, 1936.

R. E. SOMMER,
General Manager.

FW.

4559 *Board Exhibit 131*

OFFICE MEMORANDUM

FEBRUARY 18, 1936.

To Mr. D. P. SOMMER, *Management Representative:*

Referring to discussion held in your office January 29, 1936 by the Wage Committee and yourself regarding "employees having to lose time gained by performing emergency work", I wish to submit the following proposal for your approval.

When an employee is called for work either out of turn or without sixteen hours rest, this work shall be classed as emergency work, with the approval of the Department Committee, and such work shall not be included in the employee's forty hour week.

Will you kindly advise me as soon as possible as to your decision on this proposal?

We are also anxious to get our New Seniority Agreement closed, in order that we can have a definite agreement to put before the General Committee at our March meeting, and I would appreciate hearing from you on this subject also.

(Signed) BRUCE F. HOGUE,
President of K. E. A.

4560 *Board Exhibit 134*

WAGE COMMITTEE

Minutes of Wage Committee meeting held in Mr. D. P. Sommer's Office, Thursday, April 23, 1936 at 3:00 o'clock P. M. with the following members being present: Henry Kohlbacker, Paul Cantrall, Ralph Stewert, Bruce Hogue, Earl Lowman, Paul Talbott, John Hinnen, D. P. Sommer, Irvin Bube, John Newell.

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The Committee complained about the Chairman of a Department not being notified when there is a rate change in his particular department, and requested that the Department Committees or Wage Committee be notified of any proposed change in rates before any new rates are posted.

Mr. Sommer replied he thought this was being done, but if it was not he would see that a copy of the rate change is sent to the Chairman of the Department Committee and also one to the Secretary of the Association.

Mr. Sommer presented to the Committee his request that we clarify the agreement now in effect covering payment to an employee when scheduled to come to work and upon arrival finds that his regular work is not available. It was brought out that this agreement was originally made to cover cases where through an error on the part of a foreman, men were called out on the wrong turn or when their jobs were not ready. Nothing in the records indicated that at the time the agreement was made that it was intended to cover conditions that were not under the control of the Company or Management and that he felt that the memorandum should be rewritten to cover the various conditions that might arise.

Mr. Sommer also stated he had heard that some of the men were under the impression that the Company was paid their loss by the power company in the event of a power failure, and asked Mr. Newell, Chief Engineer, to explain this to the Committee. Mr. Newell stated that this was true under an old contract, which has not been in effect for a number of years, but that the Company has since made a new contract with the power company and this provision has been eliminated.

It was brought out that the power failure would cost the Company many hundreds of dollars in loss of production in addition to the cost of the wages paid.

Mr. Sommer stated as the agreement now stands he will recommend to the Management that the regular two hours pay for the claims arising out of the delay last Sunday, April 19, be paid, and that the memorandum be rewritten on a basis that will be fair to all parties concerned.

Ralph Stewart stated that in a case where the Company is not responsible the Company still should make

every effort to notify the men not to report for work, and Mr. Sommer agreed that this should be done.

The following agreement was worked out by the Management Representative of the Company and the Wage Committee, subject to the approval of the General Committee at the next regular meeting.

"If an employee comes to work when scheduled to do so, and upon arrival finds it necessary to return home because no work is available, he shall be paid; the amount to vary depending upon the reason for the
4561 lack of work. If his regular work is not available through a mistake on the part of the foreman, or company, he is to be paid his regular average rate for a period of two hours and be allowed to return home immediately. If the work is not available through some reason beyond the control of the Company, such as power failure, fire, windstorm, or flood, the men shall be paid fifty cents (50¢) each, which should cover cost of transportation, etc., with the understanding that whenever possible, the Company will attempt to notify the men when work is not available."

The Committee told Mr. Sommer they would report this to the General Committee and recommend it's adoption.

Meeting adjourned.

4562 *Board Exhibit 137*

KEYSTONE STEEL & WIRE COMPANY
Ingots - Billets - Rods - Wire Products - Fencing
PEORIA (7), ILL.

JUNE 21, 1944.

To All Employees of Keystone Steel & Wire Company:

This Company is now engaged in the defense of a lawsuit which has been brought against it by the National Labor Relations Board pursuant to charges made by the C.I.O. union, the United Farm Equipment and Metal Workers of America. The trial is now in its sixth week, and the end is not yet in sight.

The complaint filed by the National Labor Relations Board charges this Company with depriving its employees of the right of self-organization and the selection of a bargaining agent of their own choosing. The Com-

pany is further charged with dominating the Independent Steel Workers Alliance, an independent labor union that was organized in April, 1937, and which union has intervened in its own behalf in this proceeding. The Company is also charged with discriminating against eight employees by reason of the fact that said eight employees were discharged in June, 1943.

Throughout the period since the passage of the National Labor Relations Act, this Company through repeated statements on the part of representatives of the management and through years of employer-employee relationships, has demonstrated to every employee that this Company has at all times been entirely disinterested as to what union, if any, the employees desired to join. We believe that every employee knows that this is the policy of this Company and that every employee understands that he is at complete liberty to join any union or no union as he desires, without any fear whatsoever of being discriminated against.

In 1937 the Independent Steel Workers Alliance was organized by the employees of this Company, and upon obtaining a membership of the majority of the employees, that union was recognized as bargaining agent of all of the employees of this Company, in accordance with the provisions of the National Labor Relations Act. At the time the Independent Steel Workers Alliance was recognized by this Company as the sole bargaining agent, there was no other union that claimed to represent any of the employees. Beginning in 1942 down to the present time the C.I.O. has waged an aggressive campaign among the employees of this Company, and in connection therewith has circulated throughout the plant, leaflets, newspapers and C.I.O. propaganda urging the em-
4563 ployees to join the C.I.O. and setting forth the advantages of joining the C.I.O. as claimed by that organization. More than a year ago this Company was advised by the C.I.O. that the C.I.O. represented a majority of the employees of this Company. Upon being so advised and upon the C.I.O. failing to present any evidence to support its claim, this Company immediately requested an election and has made repeated requests to have such an election, to give our employees an oppor-

tunity in the real American way to determine by a secret ballot, in an election supervised by the National Labor Relations Board, what union, if any, the employees desired as their bargaining agent.

Notwithstanding the claims made by the C.I.O. and the requests of the Company for an election, the National Labor Relations Board has refused to permit an election wherein the name of the Independent Steel Workers Alliance was placed on the ballot.

The undisputed testimony that has been presented in the trial in which the Company is now engaged, has disclosed that on April 8, 1944, the date the Complaint was filed in this case, the Independent Steel Workers Alliance had a membership of 87½% of all of the eligible employees of this Company. In view of that fact, this Company could not in fairness to its employees consent to an election which deprived the Independent Steel Workers Alliance the right to have its name placed upon the ballot. In this open letter, this Company asks its employees and the entire American public this question: Why has an election been denied the employees of this Company?

With reference to the charge that this Company in discharging eight of its employees in 1943 discriminated against said employees, the evidence presented in this case is clear and overwhelming that said eight men were discharged because they refused to work.

The entire difficulty could be settled by the holding of an election in which the employees of this Company would be given an opportunity to vote for the union of their choice. Upon such an election being held, this Company will promptly recognize and bargain with whatever union receives the vote of the majority of the eligible employees.

For this Company to have taken any other course than the one in which it is now engaged would have been to break faith with its employees.

Yours very truly,

KEYSTONE STEEL & WIRE COMPANY.
R. E. Sommer,
R. E. SOMMER,
Vice Pres. and General Manager.

4564 *Respondents' Exhibit No. 1*

Page six, paragraph five of the 48th Annual Report of the Keystone Steel & Wire Company, Peoria, Illinois, for the fiscal year ended June 30th, 1937, appears as follows:

* * * * *

In March, 1937, the Keystone Employes Association was disbanded and employes organized their own independent union, The Independent Steel Workers Alliance. Practically the entire working force is enrolled in it and the management has recognized this union as the exclusive bargaining agency for employes.

* * * * *

4565 *Respondents' Exhibit 2*

INDEPENDENT STEEL WORKERS' ALLIANCE
BARTONVILLE, ILLINOIS

APRIL 22, 1937.

Mr. D. P. SOMMER, *General Supt.,*
Keystone Steel & Wire Company, Peoria, Ill.

DEAR SIR: The Independent Steel Workers' Alliance, a legally formed labor organization, has on this date a membership of over 80% of all of the persons employed by the Keystone Steel & Wire Company.

These members of the Independent Steel Workers' Alliance, who are employees of the Keystone Steel & Wire Company, have authorized the said Independent Steel Workers' Alliance to represent them in all matters of collective bargaining with their employer.

Having a legal majority, or more than 51% of all employees of the Keystone Steel & Wire Company, enrolled as members; proof of which can be made, I therefore request that a conference be held on Wednesday, April 28, 1937, between duly accredited Officers and Committeemen of the Independent Steel Workers' Alliance and the Management of the Keystone Steel & Wire Company, to discuss the following subjects:

1. Sole bargaining privilege for the Independent Steel Workers' Alliance.

2. Contracts and agreements on Wages, Working Conditions and Seniority rights of members, and consideration of other matters affecting the welfare of our members.

3. We demand that no other labor organization be permitted to represent any employee of the Keystone Steel & Wire Company in negotiations with the Management of said company in regard to Wages, Working Conditions, or other conditions relating to employment. As the basis for this demand, we cite the provisions of the Wagner Labor Act, which state that our majority membership does entitle the said Alliance to sole bargaining privileges.

Very truly yours,

INDEPENDENT STEEL WORKERS' ALLIANCE.
Bruce F. Hogue,
BRUCE F. HOGUE, *Chairman Pro Tem.*

BFH:J.

4566 *Respondents' Exhibit 8*

AUGUST 8, 1942.

Mr. D. P. SOMMER.
CC: Mr. J. A. Moritz, Mr. A. H. Sommer.

At a meeting with Field Examiner Warren Gardner, of the National Labor Relations Board, Thursday night, we were advised that in the event a Union was recognized as sole, or exclusive, bargaining agent at a plant, the Management of such plant would be bound to deal on all matters affecting Wages, Working Conditions, or other matters of grievance, with the Union having exclusive bargaining rights.

Also, that the said Management could not meet with any other group or Committte, no matter whether they represented a union or not.

He said the Management must meet with an individual, of course, but this did not mean two or three or more persons, and he said the Management had no right to meet with John Huber, Jack White and Winfred Hout, no matter whether they came as employees or not, as long as they came to discuss any matter of grievance, wage or working condition, they should come one at a time as individuals.

We, therefore, demand that no further meetings be held with groups or Committees of employees for the purpose of discussing matters of grievance, wages or conditions of work, and that all matters of collective bargaining be

held with accredited Committees and officers of the Independent Steel Workers Alliance.

(Signed) BRUCE F. HOGUE, *President.*

BFH:J.

4567 *Respondents' Exhibit No. 14*

OFFICE MEMORANDUM

DECEMBER 23, 1942.

EARL KELLY:

You have been warned twice that fighting and soliciting or trouble-making will not be permitted on the company premises. We have proof that both of these warnings have been ignored which leaves me no choice in the matter. I am sorry, Earl, for you were scheduled for advancement effective Jan. 1st as you well know from the schedule which has been posted since Dec. 11th. Due to your persistence in violating company rules I am compelled to discharge you effective today.

WM. HERMAN.

4568 *Respondents' Exhibit 15*

OFFICE MEMORANDUM

JANUARY 19, 1943.

Mr. JOHN A. MORITZ:

Today John Elmore #214, Wire Drawer and Committeeman, approached me and said that John Huber was canvassing the Drawing Department during working hours for C.I.O. members, and felt that this practice should be stopped. He said he expected the Management to stop it, and if this wasn't done, they would request that he be laid off.

I went down and talked to Huber and cautioned him about canvassing the Mill in regard to C.I.O., and it was contrary to rules. He took exception to my remarks stating that the Keystone permitted members of the I.S.W.A. to canvass or solicit members during working hours, and that I had no business to show partiality; if they are permitted to do it, he could also do it. I told him that I did not permit canvassing of membership for the I.S.W.A. and if it was being done, it was beyond my knowledge.

He then said "Maybe that's the way you handle it in this Department, but I know the management permits it to be done. Have you any witnesses that I did this?" He said he would like to talk to them. I told him I didn't care to mention any names, but the men complained about being interferred while at work.

He then repeated a few remarks he had previously made with regards to canvassing the Mill. "I know where it came from. Hogue probably went to the Management and they in turn have asked you to put the heat on me". I informed him this was not right. I then told him to go back to work, which he did.

A few minutes later he came out to the aisle when I passed by, and said that he could pass pamphlets or certificates or any other C.I.O. propaganda, as long as it wasn't during working hours. I told him as I understood it, he couldn't do that within the Plant, but what he did outside the Plant was his own business. I told him I had to work with the men regardless of what organization they affiliated themselves with.

I then walked away and went to the other part of the Mill, and he went back to work.

H. G. CORDES.

HGC.
faj.

4569 *Respondents' Exhibit 17*

MEYERS & MEYERS
Lawyers
CHICAGO

DECEMBER 1, 1942.

KEYSTONE STEEL & WIRE CO., *Peoria, Illinois*

GENTLEMEN: As attorneys for the United Farm Equipment and Metal Workers of America, affiliated with the Congress of Industrial Organizations, we wish to advise you that our Union has been designated by a maority of all your production and maintenance employees, excluding foremen, supervisory employees, office clerical employees and watchmen, for the purpose of engaging in collective bargaining.

Therefore, the United Farm Equipment and Metal Workers of America, affiliated with the C. I. O. herewith

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request that you recognize it as the sole and exclusive bargaining representative for all the employees described in the unit stated above in accordance with the National Labor Relations Act.

We further request that you meet our Union in conference on Tuesday, December 15th, 1942, at 2:00 P. M. at 835 Main St., Peoria, for the purpose of engaging in collective bargaining concerning wages, hours and working conditions.

Kindly communicate with our Union at their office by Wednesday, December 9th, to confirm this appointment.

Yours very truly,

MEYERS & MEYERS.
Ben Meyers.
BEN MEYERS.

BM:BL.
Reg. Mail.

4570 *Respondents' Exhibit 18*

PARTIAL LIST OF MEMBERS INDEPENDENT STEEL WORKERS ALLIANCE

CLEANING DEPT.	DRAWING—MUFFLE
James W. Dieckow	John V. Eye
Albert A. Smith	John Hilst
John Ferrari	James Williams
Ralph Spracklen	Wm. Fitton
Thomas Owrey	Jacob Bushman
Raymond Seward	Jacob Lauboch
Paul Smith	Leslie Hoffman
Cecil Weathers	Fred Zeigenbien
Ivan Petty	Walter Drake
Orville Dieckow	Milton Perry
Leonard Gray	Gerald Wheeler
Clinton Frederick	J. S. Grafelman
Joseph Marion	Howard E. Sweetin
Gussie Pipkin	George Schmidt
Roy Vaughn	Harry R. Baker
Roy Nichols	Howard McLaughlin
James Stroup	Sherman Hendrix
Henry Lautenberger	Harold Holt
Clarence Collier	Harold L. Wademan
Louis J. Alexandrini	Wallace Stegers

DRAWING DEPT. CONT.

Robley E. Phillips
Donald Dodson
David Brown
Otis Powell
Robert Boots
Dennis Morris
John Risius
Cletus Gilles
Merle Hallar
O. H. Finchum
Russell Shepherd
John James
Elmer Brown
Everett Malson
John Addler
Isaac W. Hunt
Inest Thacker
Harry Stein
Fred Baer
Carl Bowers
Robert Bee
Clarence Shutters
Bert Emmons
Willis Brown
John Logan
Willis Tolley
W. E. Bowers
Scott Shepherd
Franklin Scheeler
Henry Sinn
Mason Kingsley
Arthur Ball
Alvin Sprenkle
Manford Yaden
Joseph Barbour
David E. Kinney
Joe Kingsley
Cecil Kissinger
Wilbur Newell
Herman Stuff
Harry McMullin

DRAWING DEPT. CONT.

John Murphy
Rudolph Hilst
James Streitmiller
John Eye
Tom Privett
Jesse Curry
Harry Moberly
Frank Gopenski
Max Kowalski
J. Gormley
William Campbell
Lyle Mickle
Leo Kuchmuch
George Fisher
Roy Helms
Henry Meads
Harry Goodin
Clifford Lowe
Murl Thacker
Robert L. Clifton
Irvin Stevenson
Floyd A. Bouton
Wm. Risius
Jewell Hunt
Bert Broadstone
Henry Winans
Forrest Phelps
Paul Edgington
Anthony Svob
Edward Barger
Guy Evelsizer
Henry Brown
4571 John Matalon
Harley Niles
Harry Batterton
Wm. Privett
Ray Batterton
Mike Sigmund
Fred Burk
Howard Adkins
Ed Hilst

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DRAWING DEPT. CONT.

Robert Derrell
Irving Lofton
Geo. Thompson
Eugene Reaktenwalt
C. Dorothy
Roy Cruickshank
Rudolph DeSutter
Leo Keller
Fred Siebert
Ralph Parkins
Fred Meisinger
Henry Duffield
Gale Knight
Clifford Reed
Leonard Commean
Fayne Cooper
Stephan Mitrovich
Velde Layten
Noble Broadstone
Clinton Moore
Harry Jones
Leo Smith
Harry C. Graham
Wm. Graves
Ludwig Mulrich
Stanley Hettinger
Harold Heren
Jason Kent
Francis Riggenbach
R. Kinsey
Orville Leinewerber
Raymond Riggenbach
Albert Spreitler
Lloyd Mefford
Myron Austin
James Elmore
Charles Patterson
Roy Maynor
Archie Dale Bitner
James Mossberger
Clarence Blanquart
Archie Sanders

DRAWING DEPT. CONT.

Lester Bittner
Kenneth Hawton
Iles Keefer
Ivan Eastman
Wm. Hill
Clyde Lane

PATENTING DEPARTMENT

Marvin Priebe
Gustave Prehl
Wesley Floyd
Roy Ewers
Wm. Goldring
Heye Look
John Benassi
Robert Proehl
Harry Branaman
Ralph Raines
Henry Van Buren
Veron Carpenter
George H. Snider
Carroll Cook
Earl Ganson
Leo Huntley Jr.
Wilson Hamilton
Paul Bessert
Clarence Emmons
Jason Anderson
Leo Knott
Oscar Schell
Virgil Beckman
Otis P. Anderson
Wilbur W. Showens
Maurice Maloney
Benjamin F. Elliott
Charles W. Flynn
James R. Stahl
Lloyd McAvoy
Lawrence D. Sandretto
Virgil B. Lawson
Isadore Shpaler
Charles Brandt (Brandt)
Clyde W. Bouchez

4572 GALVANIZING DEPARTMENT

Rollie May
Carl Vogel
Elmer Granneman
Howard Aldridge
Henry Rose
Levi H. Perryman
Isaac Robbins
Joe Dyer
V. Showalter
Ben Vogel
Walter Weiss
Gus Winters
George Strantz
Duane Pratt
Chris Weimer
Leslie Wright
Ed Von Tobel
Omer May
Russel Strantz
W. E. Watkins
Samuel Knight
Percy Deakin
Leo Badur
Frank Askins
Louis Weller
Samuel V. Davis
Ed Varble
Carl Schlottman
Henry Barth
Ralph Dorsey
Primo Piscaglia
Richard Wolfer
Clarence Bradle
August Steinborn
Wm. Dukes
Clyde Garrison
Ralph Allen
Irving J. Parker
Chris Herold (Herold)
Norman Keith

GALVANIZING DEPT. CONT.

Samuel M. Fleming
Andrew Beach
Ira Hutchinson
Askew (Allen)
Clarence Karnes
Elmer Grafelman
Thomas Lawson
Harold Kaufman
Ralph E. Cox
Chester Strantz
Carl Chandler
Gerald Gray
J. T. Heuerman
John Powell
Dewey Ausmus
Reuben Birkey
Elmer Allen
Charles Taylor
Wm. P. Wieburg
Fred Yaden
John Mencin
Gustave Huthman
Norbert Stuber
Wm. Moreland
Vernon D. Turner
Robert Nau
Curtis Weathers
Herbert Johnson
Haywood Lindsey
Edward Zielinski
Robert Vance
A. A. Olt
Ward Overturf
Hugo Williamson
Leslie Curtis
Robert Maloney
Charles H. McNiell
Albert W. Short
Cleo N. Davison
John Schmidt

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TESTING DEPARTMENT

Frank M. Bloom
Archie C. Maple
Louis J. Caruso
Franklin Williamson
Lowell Jibben
Frank Anderson
Ellis Catterall
Earl C. Harper
Robert Peugh
George Pollman
Atwood S. Hottell
Chancie Munson
Joe Verbeckmoes
F. V. Hogan
Arthur Nelson Jr.
Guy Dickinson
Ramer E. James
Charles Brickner
Joseph Bean
Arthur E. Bumer
Edward Wagner
James H. Thompson

4573 NAIL DEPARTMENT

Thomas Ryder
Joe Haller.
Edward Light, Jr.
Lawrence Hentz
Herbert Siewert
Ephrom Hayes
Chas. J. Zeisler
Garnett Yocum
August Gess
Orville Kracht
George Keil
Sam Maier
Anson Addis
Frank Jones
Carl Kohlbacker
Ray Kennedy
Amos Schafrer

NAIL DEPT. CONT.

Charles Bailey
J. F. Montgomery
George Pumphrey
James Lane
Carl Cooper
Leon Marion
Herman Allen
Emile Serpette
Arthur Davis
Joseph Girdzus
James Sherrill
Clarence Cramer
Eilert Weers
George Shyrock
Wm. E. Getz
Herman Wolfe
Louis Schimmelpfennig
Rudolph Harken
Earl Seiwell
Raymond Warner
John McReynolds
Russell Flier
Wm. Culshaw Jr.
Fay Stookey
Ralph Edwards

FENCE DEPARTMENT

Emmet Smith
Earl Dudley
Edward Claudin
Carl Freitag
Melvin Jones
Clarence Petri
H. C. Spencer
Otto Barnes
Frank Pruvost
Howard Sanderson
Lomes Stallings
Ernest Joesting
Elmer Meisinger
George Herbig

FENCE DEPT. CONT.

Curtis Strubhar
J. W. Dieckow
Samuel Schmutz
John Van Buren
Stanley Winters
Carl Krannich
John J. Smith
Henry Ulrish

NETTING DEPARTMENT

Dave Mettam
James Clark
Herman Waechter
James Monroe
Glen Hogue
Earl Clefford
James Luick
John Cordes
Wm. Ewers

FABRIC DEPARTMENT

Melvin Breaden
Martin Miars
Harry Daily

4574 DRAWING ROOM, TRUCKING DEPARTMENT

John Firth
Howard Johnson
Peter Rose
Robert Sturgis
George Naylor
Loren Noel
James Thompson
Harold Larimore
Charles Riley
Roy Kirk
Wm. Davis
John F. Schultz
Everett Maurice
Jack Kaebel
Lewis F. Pitts

DIE ROOM, DRAWING DEPARTMENT

Mike Ingolia
Robert Happ
Wm. Brugger
Sam Eberhardt
John Rogena
Norman Rasmussen
Wm. C. Downing
E. Anderson
Joe H. Rinaldo
Jake Heuermann
Wm. Schultz
Clyde Schwartz
Mary Ann Firth

HOT HOUSE

Herman Johnson
Henry Meisinger
David K. Warner

BARBWIRE DEPT.

Herman Dieckow
Charles Lemke
Joe Butkers
Anton Schauwecker
Elmer Harmon
Charles Ziebold
Homer Hampton
Paul Fisher
Lee Doe
C. Zander
Charles Elder
E. H. Brecher
Glenn Holverson
Dan Rice
Ralph Stallings
Adlai Burnette
Howard Bealmer

SHIPPING DEPARTMENT

William Finch
L. H. Correll
Al. Claudin

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SHIPPING DEPT. CONT.

John Heuerman
Edo Johnson
Fred Ewers
Clyde Varney
Dan Didiuk
Wm. Higgins
Evan Zick
Peter Piccony
John Ridlabuer (Ridlbauer)
Wilhelm Meyer

BUNDLING DEPARTMENT

Frank Jackson
Corwin Langham
Fred N. Olson
Robert Brooks
Clyde Aberle
Andrew Harken
Emil Pfeiffer
Earl Raines
Lester Kimsey
Reuben Riggenbach
Anton Mehle
Wm. Risius Jr.
Walter Strope
Kenneth Widdows
Allen Dew
John R. Pollitt
Wm. D. Livengood
Paul Greenup
Harry F. Barlow

4575 PIPE SHOP

Bennett Campen
Claude Shive
Ollie Heren

MACHINE SHOP

Chas. E. Quinn
John A. Hill
Raymond White
Ned Barth

MACHINE SHOP CONT.

Robert Tabernacki
Rae Zinser
John Allison
Leo Doubet
Joe Bussman
John Yakley
Harold Langham
Wm. Bredeman
Paul Bailliez, Jr.
Dale Heitzman
Wm. Beale
Clarence Rudd
James W. Erby

WELDING DEPARTMENT

Clyde G. Hootman
Theodore Gray
Clarence Hartseil
John Sentz
John Hobe
Reginald Nighswanger
Wm. Schoenbein
Albert Smith
Ivan Work
George Blair
John McNamee
Bradford Guthrie
James Willis
George Lee
Hugh L. Darling
Calvin G. Blue
Allan Maroney
Fred Schaer
Robert Shotton
Henry Tjaden

MILLWRIGHT DEPARTMENT

Oscar Graham
Fred Petticord
John Pieper
George Woodworth
D. V. McIntyre

MILLWRIGHT DEPT. CONT.

Cecil E. Johnson
Lawrence Marr
Frederick W. Schneider
Alfred Guppy
L. H. Ledeker
Lawrence Lasley
Don Taylor
Harold Cline
Ernest Graham
Wm. Parks
Wm. A. Rexford
Edmund Goss
Archie Miller
Emil Brase
Lawrence Chase
Richard Wallace

4576 WIRE MILL
ELECTRICAL DEPT.

Francis Yager
Ray Kohlbacker
Charles H. Tindell
Blair Hillig
Francis Geason
Bernard Van Norman
Marion Goeken
Bruce F. Hogue
Joseph Fischer
Everett E. Brann
Henry Olds

CAFETERIA

Lula Hayes
Alta Kendall
Marcha Schroeder
Ola Schuller
Dorothy L. Hillman
Eula Collier

WIRE MILL YARD DEPT.

Oscar Olson
Thomas Glass

WIRE MILL YARD DEPT. CONT.

Joe Giganti
Charles Kazarian
Nelson Vance Hardie K. Olomon
Roy White
Harry Hazlett
Henry Campen
Elmer Krigner
Ray Jordan
Theodore C. Hofer
Peter Boich
James Cornwell
John J. Miller
Walter Chase
Barnhart W. Benson

GATE OFFICE

Wm. F. Schoch
Samuel Glenn
William Bale
H. M. Bredeman

4577 STEEL PLANT
ELECTRICAL DEPT.

Creston Wilson
Dewey Chaney
Guy Atterbury
Harry Taylor
Montray Collins
Melvin Cook
Albert Keller
George Fletcher
O. P. Lee
Clinton Warner
Carl Braden
Olin Davis
John Weller
Claude Hayes
Algie Bitner
Ben Artman
Charles Taylor

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STEEL PLANT ELECTRICAL DEPT. CONT.

Roy Taylor
Robert Thompson
Clement Yonkouski
Hubert Johnson
Henry Helms
Jesse Varner
Roland Cantrall
Fred Fletcher
John Sutton
Frank Link
Willard Shipley
Glendon Sharp
Walter Welmer
Wllen Von Craycarft
Ed. Wohlschlegel
Ed. Bolmer
Glen Heitzman
August Benson
George Toennigs
Robert Rahn
Curtis Shawgo
Walter Meisinger
Richard Barton
Charles Ball

STEEL PLANT MECHANICAL DEPT.

Walter Mingus
Charles Kidd
Andrew Wilson
Claude Prather
Wm. Emmons
Paul Maloney
Clarence Mertens
George Whitacre
Ray Henderson
Ray Rose
Clayborne Scott
Bruce Simpson
James A. Mason

STEEL PLANT MECHANICAL DEPT. CONT.

Earl Raymond
Edward C. Feldman
Ed Achterberg
Roy Roper
Wade H. Spires
Vernon Hanson
Klas Krus
4579 Joseph Anderson
Cecil Goodin
Lewis Wakefield
Lester Wolpert
Sammy Dantoni
Henry Kritzmire
Heinrich Ezel
Adolph Hartsell
Guy Jarnagan
Frank Schmitt
Ernest Coppage
August Benson
Hartford Kammerer
David Neyrinck
Charles Lyle
Chester Hammer
Harley Hill
Finis Madison
R. Caswell
Wm. Burch
Emil Bitner
Wayne Newell
Lammert Bruninga
Luther Hayes
Vernon Hanson, Jr.
Arthur Hoffert
John Jolly
Leon Paquet
Ray Langston
David McLean
Glenn Bierwirth
Raymond Bardwell
Linzie Warren

STEEL PLANT MECHANICAL DEPT. CONT.

Robert Glass
Dan Jenkins
Fred Ponzel
Lowell Hasten
Henry Fowler
Raleigh Gulley
Enno Hinrichs
Walter Dismang
Carl Schultz
Melford Nolder
Harry Yocum
George Winters
J. J. McEvoy
Joe Warren
Wayne Henderson
Joe Eicher
Samuel F. Pye
Ben Maddox
Jesse Hodgkins
Ted Otten
Warren Dudley
Guy Lacey
Chester White
Palmer Clayton
Lloyd Edgington
George Gerber
John Lynch

OPEN HEARTH DEPT.

John Haller
Bryant Branscome
W. Caldwell
Wilbur Swanson
Walter Conaway
Daniel Irvine
Henry Ackerman
Hubert Schwirgert
Carl Gollon
Harold Scholl
Wilbert Kelley
Edwin C. Duckworth

OPEN HEARTH DEPT. CONT.

James Doubet
Henry Bruninga
Tom Michael
Eugene Saal
Ernest Durham
W. P. Moore
Joe Agatucci
Sheldon Enders
J. E. Corbitt
Lynn Bristol
Frank Hess
Jos. J. Phillips
Alva Hawkins
Herman Fuller
George Sipka
Otto Juergens
Robert Brown
Laurence Grafton
Henry Denker
John S. Olson
Duane Dorethy
Frank Glass
Tony Perino
Alfred Loew
Sidney Bragden
Simon Bergman
Aubrey Shrigley
Charles Conley
Herman Schoon
Charles Zentko
Ben Lang
Henry Schoon
Wilbur Schwindenhamer
Henry Reck
Arthur Hunt
Henry Poppe
Edward Young
Theodore Espenscheid

SCRAP DEPT.

August Geist
Manassa Eberhardt

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SCRAP DEPT. CONT.

Encarnation O'Hara
Fred Allgaier
Frank Borges
Ted Allgaier
Henry Rogers
Fred Rogers
Arthur Chamberlain
Emil Besserer
Robert L. Getz
Dismas Bera

4578 BLOOMING MILL

Melvin Nafziger
Ernest Kellerstrass
Robert Chitwood
Russell Hayes
Chas. H. Gorden
Clyde Stephens
Clarence Schmidgall
Luke Brown
Norman Keys
Arthur Harris
Shadrick Brown
Scott Broadstone
Thomas G. Taylor
William H. Rae
Percy Lanxon
Jerry Pheasant
Henry Hodge
Charles Warmick
Simon B. Hughes
Paul Underwood
Joseph Farrar
Joseph Standerfer
Harry Greene
Will Chandler
Andrew Forrest
Russell Bowman
Andres Burleson
Alonzo Johnson
Claude Clark

BLOOMING MILL CONT.

Jeff Richard
Herman Allen
Fred Liesch
Perdie Scott
Tom Johnson
Hazel Pitzer
J. B. King
Robert Durham
John Schwindenhamer
Fred Kaufman
Harry Gregory

ROD DOCK

Fritz Campen
L. Gadberry
Claire C. Schwartz
Everett Parrish
Hero Kruse
Wm. J. Gimbel
Louis Borgra
Mike Montefusco
Louis Kellerstrass
John Light
Frank Kircher
Joe Charavalle
Wm. H. Wilson
Dan Aberle
Harry Segler
Will Barrick
Rudolph Smith
August Witzig
Kenneth Slover
Robert E. Sprenkle
Elmer King
Augustine Franco
Adolph Pasche
Fred Marzahn
Edwin S. Rhodes
Arthur Hootman
John Beutel
Domenick Capronica

ROD MILL.

Delbert Durham
Albert Moffatt
Wm. Todd
Wm. Carlson
Mark Schneider
George Clinch
Anthony Montefusco
Lloyd Peake
Ben Sauder
J. T. Page
Roy Davis
Floyd Ramsey
Lawrence Helms
Kenneth Maple
Eugene Estes
John Knable
Edgar Elliott
Robert Anderson
John Gall, Jr.
Harold Hasty
Fred Welty
Lloyd Brown
Warren Castle
Ernest Sharp
John F. Smith
John Brod
Edward Pagan
Howard Hasty
Ted Walters
Carl Waldmeier

ROD DOCK

Joshua Herman
Herman Bunger
Carl Ragain
Mike Zerbonia
John Schuster
George Stubblefield
Mike Mirandi
Tony Montefusco
Raymond Stewart

ROD MILL CONT.

Clifford La Rosh
Augustine Ierace
Marcus Hurst
John McElfresh
Wm. Herring
Henry Partridge
Ray Oats
Henry Mohn
Lawrence Fischer
Raymond Anderson
Hobart McBride
Ralph Fleck
Jess Allen
George Spika
Kenneth Maul
Frank Hagan
Ralph Young
Henry Rolfs
Francis Mettes
Jacob Uphoff
Hubert Walker
Cloyd Doubet

POWERHOUSE DEPT.

Harry Blase
Ernest Friichtenicht
Wm. Anderson
Perry Conn
John Halleck
Byrant Aaron
Orlando Casto
Lester Walker
Rollie Herrin
Wm. Saathoff
Erastus Lawson
Jocobus Michaelson
Ben Vollmer
Oscar Bryson
Lester Rudd
Bob E. Hazelrigg

STEEL PLANT YARD DEPT.

Harry Davis
Sam Simpson
Richard Yaden
Allen Wanganess
John Kotar
Daniel Malson
Jesse Lyons
Howard L. Hall
W. F. Heaton
Reat Sanders
Fred Kelly
Andrew J. Pitts
Glenn Schwartz
Richard L. Pryor
Ralph Guppy
Billy Baird
Wm. Sanderson
James N. Williams

STEEL PLANT LABORATORY & CLERICAL DEPT.

Donald Cowser

STEEL PLANT LABORATORY & CLERICAL DEPT. CONT.

Thaddeus Mott
Francis Bigler
Hugh White
Klaus Everwein
Ray Hemmele
George Akers
C. Anderson
Fred Hamsuit
Lawrence Brown
Walter Nievar
Wm. Kumpf
Lee Zipprich
Clyde Schraub
Delmar Bessler
Louis Schoff
Wm. Werber
Carl Cooper, Jr.
Dean Wagner
Christian Rosenbohm
Joe Cose
Robert England

4580 *Respondents' Exhibit 21*

BAER, CLENDENIN AND DAVIS
PEORIA, ILLINOIS

DECEMBER FOURTH, 1942.

MEYERS & MEYERS,
Attorneys at Law,
1315 Steubenville Bldg.,
188 W. Randolph Street,
Chicago, Illinois.

GENTLEMEN: Your letter of December 1st, 1942 addressed to Keystone Steel & Wire Company has been referred to us, as its attorneys, for reply.

The Keystone Steel & Wire Company now recognizes and has for several years last past recognized the Independent Steel Workers Alliance as the collective bargaining agent of its employees under the National Labor Relations Act. This recognition was and is based upon evidence heretofore furnished the Company that such

labor organization has been designated to so act by considerably more than a majority of the eligible employees of the Company. Your attention is directed to the further fact that no evidence has been furnished the Company that your union now properly represents a majority of such employees.

Under these conditions, as we understand the law, the Company could not properly meet your union in conference on Tuesday, December 15, 1942, to engage in collective bargaining as requested in your letter.

Very truly yours,

BAER, CLENDENIN AND DAVIS.
By ARLEIGH DAVIS.
S. F. MCGRATH.

4581 *Intervener's Exhibit 1*

INDEPENDENT STEEL WORKERS ALLIANCE

Minutes of meeting of the Organizing Committee of the Independent Steel Workers Alliance, at Heitzman's Hall in Bartonville, Illinois, Wednesday, April 21, 1937 at 3:30 P.M.

Bruce F. Hogue was chosen as temporary chairman. Earl Lowman was chosen as temporary Secretary. James Mahannah was chosen as temporary assistant secretary.

Earl Lowman, temporary secretary, called the roll which showed sixty-one members of the organizing committee present. There were also present a number of visitors.

B. F. HOGUE. Since we had our first meeting last Friday, we have proceeded just as was authorized for us to do at that meeting. The Committee on Constitution and By-Laws have prepared a constitution, with the advice of our counsel, for your approval. By-Laws are still in a formative stage. We do not want to bind ourselves to these rules until we are sure they are right. Our duty now is to hear the constitution and by-laws, make any changes which are deemed necessary, and approve the constitution and the by-laws up to a certain point. We can approve the Constitution, if it is satisfactory. Then we can go ahead and have our temporary officers be instructed to notify the management of the Keystone

Steel & Wire Company, that we have a regular organization, legal in every respect, with a certain percentage of membership of the eligible persons to such membership, and ask for the right to use the plant bulletin boards for distributing information to our members. We have, up to this time, been under a severe handicap by not being able to tell the men what we are going to do. Many of you do not know as yet, what you have the right to know about what is to be done. I think you will all have a clear picture of what we will have in the future, when the constitution and by-laws are read to you today.

F. Lesch. "I move that all of the membership applications we have received up to date be approved as they are." Motion seconded by Marvin Merritt. Upon question the motion carried.

The temporary assistant secretary read the constitution and by-laws, pausing after each provision for comment from the members and making such alterations and corrections as were desired.

Motion by Mike Sigmund, seconded by Henry Mohn, that no committees or officers be appointed to office, but all committeemen and officers shall be elected. Upon question the motion did not carry.

Motion by Mike Sigmund, seconded by Walter Phillips, that we have a secret ballot on the previous question.

The temporary chairman appointed O. B. Lee, O. Blair, Al Guppy and Ross White as tellers. The ballot was spread and taken up. After the tellers had counted the ballots, they announced that the motion was defeated by a vote of 45 to 23.

Paul Cantrall stated that some of the visitors to the meeting were not satisfied with the way things were going and asked that they be permitted to take the floor and make their complaints.

B. F. Hogue invited the visitors to air their complaints.

Harry Blase asked if visitors did not have the right to sit in on the meeting.

The chairman assured him that they did have this right.

The assistant secretary completed the reading of the Constitution.

Motion by Otis Waldon, seconded by Chas. Weaver, that the Constitution be approved as read. Upon question the motion carried.

The assistant secretary proceeded to read the proposed by-laws of the Alliance, pausing after each article for discussion, if desired.

Wilbur Kelley moved that leaders and supervisors have the right to vote.

Motion by Fred Liesch, seconded by Moses Boyd, that every employee be eligible for full membership, except those who have the power to employ or discharge. Upon question the motion carried.

4582 Motion by Paul Cantrall, seconded by Henry Mohn, that the by-laws in regard to the number of petitions for nomination which a member could legally sign, be stricken from the by-laws. Upon question the motion carried.

The assistant secretary completed the reading of the By-Laws as far as Chapter V, relating to the salaries of officers.

As the hour was growing late, Ben Brinks moved that we adopt and approve the by-laws as far as read. Seconded by George Oates. Upon question the motion carried.

Motion by George Oates, seconded by Garnett Yocum, that the temporary officers be empowered to rent a headquarters office for the Alliance and a meeting hall. Upon question the motion carried.

Motion by John Van Buren, seconded by Wm. Backes, that we purchase used office equipment at a price not to exceed four hundred dollars. Upon question, the motion carried.

Motion by G. Yocum, seconded by George Oates, that we have a telephone installed in the office of the Alliance. Upon question the motion carried.

The temporary chairman announced that there would be a meeting of this group at this same place at 3:30 P.M. on Tuesday, April 27, 1937.

Meeting adjourned.

(Signed) EARL LOWMAN,
Temporary Secretary.

Minutes of a meeting of the Temporary General Committee of the Independent Steel Workers Alliance at

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Heitzman's Hall in Bartonville, Illinois, Tuesday, April 27, 1937 at 4:00 P.M.

B. F. Hogue, temporary chairman, presided over the meeting, assisted by Earl Lowman, temporary secretary and J. Mahannah, temporary assistant secretary.

B. F. Hogue asked the temporary assistant secretary to read a resolution prepared by the temporary committee on Constitution and By-Laws.

The temporary assistant secretary read the resolution, as follows:

Whereas in order to facilitate the progress of the Alliance and to provide legal and orderly representation for our membership, and to set up temporary department committee units to provide leadership in the nominating or partitioning for nominations for permanent department committeemen and the election of such department committeemen as soon as possible; this Committee recommends that the temporary chairman of the Alliance be authorized to appoint temporary department committees from the membership of the Alliance, and respectfully suggests that the organizing body of the new alliance approve such appointments.

Such appointments shall be of a temporary nature only, as duly qualified and elected officers and committeemen shall be elected as soon as possible.

We also recommend that the Temporary Chairman appoint the following temporary Committees: Wage Committee and Seniority Committee, so that these Committees may contact the Management of the Keystone Steel & Wire Company to arrange for temporary contracts, agreements, etc., until such time as duly elected and qualified officers and permanent committees can make such permanent contracts and agreements as are deemed right and proper for our membership.

4583 We also recommend that the Temporary Organizing Committee of the Alliance or the Temporary General Committee of the Alliance, accept full responsibility and power to proceed without undue delay in arranging for an election of permanent officers and committees.

Temporary Committee on Constitution and By-Laws:

(Signed) H. B. James,
E. L. Sering,
Fred Liesch,
Wm. McGowan.

Motion adopted by Henry Mohn, seconded by Frank Getz, that the resolution be adopted. Upon question the motion carried.

B. F. Hogue. "In order to expedite our business as quickly as possible, I am going to appoint the following temporary special committeemen:

Rules Committee:

Harry James, *Chairman.*
John Elmore,
Wm. McGowan,
Arthur Chamberlain.

Wage & Working Conditions Committee:

Ross White, *Chairman.*
Charles Ball,
Herbert Moore,
Ernest Sering.

Seniority Committee:

Wm. Backes, *Chairman.*
Garnett Yocum,
Roemer Chaney,
Ed Pagen.

Upon order of the Chairman, the assistant secretary proceeded with the reading of the by-laws, starting with Chapter V on Salaries & Wages.

J. Moran stated that he had not been present at the previous meeting and thought that all of the Constitution and By-Laws should be read for the benefit of those who were absent at the previous meeting.

B. F. Hogue stated that it would take considerable time to go over this again and asked for the opinion of the meeting.

Motion by Fred Schreiber, seconded by Clement Cobb, that we go ahead with the reading from Chapter V. Upon question the motion carried.

The Assistant Secretary read Chapter V of the By-Laws.

Motion by Ben Brinks, seconded by Moses Boyd, that Chapter V be omitted from the by-laws. Upon question the motion carried.

The assistant secretary continued with the reading of the by-laws, starting with Chapter VI.

Motion by Daniel Irvine, seconded by W. Hodgkins,

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that the part of Chapter VI which bars members from taking part in the meetings of the General Committee, be stricken out. Upon question the motion carried.

After the completion of the reading of the bylaws, motion by Ben Brinks seconded by Henry Mohn, that the by-laws be adopted and approved as read and revised. Upon question the motion carried.

B. F. Hogue stated that nominations for the officers of the Alliance were in order.

W. Strubhar nominated B. F. Hogue for President, seconded by Clement Cobb.

B. F. Hogue stated that because so many of the members had left the meeting, due to the lateness of the hour, we no longer had a quorum present, and any business transacted would be illegal.

Daniel Irvine moved that the temporary officers be paid for their services on behalf of the Alliance.

4584 After discussion, the meeting adjourned.

(Signed) EARL LOWMAN,
Temporary Secretary-Treasurer.

Minutes of special mass meeting of the Temporary General Committee and members of the Independent Steel Workers Alliance at the Alliance Hall, Tuesday, May 4, 1937 at 3:30 P. M.

B. F. Hogue, temporary Chairman, presided over the meeting, assisted by Paul Cantrall, temporary Vice-Chairman; Earl Lowman, temporary Secretary-Treasurer and James Mahannah, temporary assistant secretary.

After the Chairman had called the meeting to order, the temporary secretary called the roll of the temporary General Committee, which showed 37 members present, as follows: Ed. Taylor, Bruce Hogue, Marvin Merritt, Chas. Weaver, Earl Lowman, Harry James, James Hudson, Wm. Ewers, Melvin Tester, John Elmore, Walter Phillips, Mike Sigmund, Moses Boyd, Eugene Foltz, Nelson Vance, John Sentz, Otis Waldon, Vernon Auld, Ernest Sering, Paris Sidwell, Verlon Showalter, Clifford Heuerman, John Van Buren, Wm. Backes, Wm. Strubhar, Clement Cobb, Paul Cantrall, John Renwick, Ben Brinks, Henry Ackerman, George Sipka, Floyd Jackson, Ed Pagen, Wm. McGowan, Wm. Emmons, Dick Knieriem, Florence Ayling.

There were also present, several hundred members of the Alliance.

B. F. Hogue. "This is the first of the monthly meetings that will be held regularly every month. This hall has been rented by the new organization. We have a Constitution and By-Laws regularly and legally approved and adopted. We are all set to go ahead. In the meeting this afternoon, we hope to acquaint each of you with what has been done and what should be done. It is true that some of us have not known as much about the new organization as you should know and have a right to know, but you can all realize the handicaps facing a new organization. We have an organization now nearing 1500 members. We have sole bargaining rights at Keystone. We have prepared by-laws and Constitution that have been approved and are now at the printers, being put into book form. The Committee on Constitution and ByLaws drew up these articles in a legal manner and they were checked by our counsel for legality, so that we now have a prepared instrument for your consideration and approval."

Herbert Moore. "I would like to make a few suggestions. One, is that it is hard to hear on account of the large crowd present. If we will close the windows and the men will refrain from smoking as much as possible, it will make it easier to hear. And, I believe that we should have the chairman stand while speaking."

H. Coward. "I would like to ask when the Constitution and By-Laws were adopted?"

B. F. Hogue. "At the last meeting of the Alliance, by the organizing committee and the members present."

H. Coward. "Was it a legally approved body?"

B. F. Hogue. "Yes."

4585 H. Coward. "Has any member got the right to——."

Voice from the Floor. "Sit down."

H. Coward. "After the by-laws are read will it be possible to make any objections?"

B. F. Hogue. "Yes."

The temporary assistant secretary read the Constitution and By-Laws.

Earl Lowman, temporary Secretary-Treasurer, read a financial report of the Alliance, which was greeted with

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applause. He also read the minutes of a meeting of the Temporary Wage Committee with the Management.

B. F. Hogue. "We have this afternoon, the problem of *mo*inations for officers. There should be underway, nominations in the various departments for department committeemen. If that has not been done, it should be done in the next few days because we must have the ballots in to the printer by Friday. This afternoon there is the problem of the general officers. Under the Constitution, the nominations for each of these offices, President, Vice President and Secretary-Treasurer. They may nominate for each of these offices, two and not more than four candidates. If there is any member who wants to run, under the Constitution, he may do so by passing a petition and on that petition he must get at least 150 members' signatures. That makes it possible for everybody who aspires to office to become eligible to be placed on the ballot. It will be compulsory to place him on the ballot the same as the men nominated here today. We are ready for nominations for the office of President.

Walter Phillips. "I nominate Mike Sigmund."

Wm. Backes. "I nominate B. F. Hogue."

Mickle. "I nominate Herb Moore."

H. Moore. "I decline the nomination."

Henry Ackerman. "I nominate Jerry Moran."

John Elmore was nominated, but declined the nomination.

C. Heuerman moved that the nominations be closed. Seconded by Marvin Merritt. Upon question the motion carried.

B. F. Hogue declared the nominations open for the office of Vice President.

M. Merritt. "I nominate Paul Cantrall."

C. Weaver. "I second the nomination."

Geo. Sipka. "I nominate Ben Brinks."

J. Renwick. "I will second the nomination."

H. Ackerman. "I nominate Wm. Emmons."

J. Renwick. "I will second the nomination."

W. Phillips. "I nominate John Elmore."

J. Elmore. "I decline the nomination."

Motion by John Van Buren, seconded by Moses Boyd, that the nominations be closed. Upon question the motion carried.

B. F. Hogue declared the nominations open for the office of Secretary Treasurer.

H. JAMES. "I nominate Earl Lowman."

J. VAN BURNE. "I second the nomination."

Motion by Ben Brinks, seconded by M. Tester, that the nominations be closed.

B. F. HOGUE. "It is necessary to nominate at least two."

H. ACKERMAN. "I nominate Jim Mahannah."

GEO. SIPKA. "I second the nomination."

J. MAHANNAH. "I decline the nomination."

4586 H. ACKERMAN. "I nominate John Weller."

GEO. SIPKA. "I second the nomination."

Fred Liesch was nominated.

Robert England was nominated, but declined the nomination.

Motion of Ben Brinks to close the nominations was put to a vote and was carried.

Earl Lowman read the following bills for approval:

I. Williams, labor addressing cards	$ 1.80
Peoria Tent and Awning Co., chair rental	3.75
For printing receipt books	38.00

Motion by H. James, seconded by John Van Buren that that bills be allowed. Upon question the motion carried.

Motion by Ben Brinks, seconded by John Van Buren, that all rents owed by the Alliance be paid when due. Upon question the motion carried.

Meeting adjourned.

(Signed) Earl Lowman,
EARL LOWMAN,
Secretary Treasurer Pro Tem.

Minutes of regular meeting of the General Committee of the Independent Steel Workers Alliance, at the Alliance Hall in Bartonville, Illinois, Monday, May 17, 1937 at 3:30 P.M.

B. F. Hogue, President, acted as chairman of the meeting, assisted by Earl Lowman, Secretary-Treasurer and J. Mahannah, assistant secretary.

The Chairman called the meeting to order, after which Earl Lowman called the roll, which showed 32 committeemen present, as follows:

John Elmore, Walter Phillips, Earl Lowman, Harry

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James, Ernest Sering, Paris Sidwell, Fred Slusher, Wm. McGowan, Roemer Chaney, Fred Liesch, Dick Knieriem, Florence Ayling, Garnett Yocum, Vernon Auld, Moses Boyd, James Hamilton, Glen Hogue, Fred Halstead, Fred Schreiber, Henry Ackerman, Ross White, Lyn Bristol, Arthur Chamberlain, John Haller, Enno Hinrichs Paul Cantrall, Algie Bitner, Dan Rice, Douglas Hogue, Earl Ganson, Nelson Vance, John Sentz.

B. F. HOGUE. "The meeting this afternoon, is primar-ly an organization meeting, but we have some other business which is pressing and we will take hold of it and let the rest lay over until the regular meeting in June. We will appoint the standing committees today, consisting of the Rules, Seniority and Wage Committees."

The Secretary Treasurer read the minutes of the meeting of May 4, 1937. As there was no corrections or alterations, the minutes stood approved as read.

B. F. HOGUE. "The next order of business will be the appointment of the standing committees for the coming year. I present the following names for your approval: Rules, Ways and Means Committee to consist of Harry James, Chairman; John Elmore, Wm. McGowan, Arthur Chamberlain, Wage and Working Conditions Committee, Ross White, Chairman; Charles Ball, Herbert Moore, Ernest Sering. Seniority
4587 Committee, Wm. Backes, Chairman, Garnett Yocum, Roemer Chaney and Ed. Pagen."

Motion by Fred Liesch, seconded by Henry Ackerman, that the appointments be approved. Upon question, the motion carried.

B. F. HOGUE. "In the minutes of the special committee appointed at the last meeting, to recommend and investigate salaries, yearly budget, etc. there are certain recommendations as to how we should handle various things. We will read them and then proceed."

The Assistant Secretary read the minutes of the meeting of the special committee.

B. F. HOGUE. "Are there any comments upon the Committee's report?"

FLORENCE AYLING. "That is too low for the salary of the President."

B. F. Hogue. "I am not going to complain. I think the best thing we can do is to start out low and see how we work out. When we meet with the management of the Company during working hours, they will have to pay us for the time we lose from work. Our work for this salary will be merely for detail work and for meeting with the members and advising them on things we can help them with and for current business. I think, myself, it is very fair. We can't put in full time at the office on this salary, but that is not necessary. One thing these boys had in mind was not to spend any more than we take in. Later, if they make a change, it could be done after deliberation. We don't know just how much work there is going to be. For myself, I think they were very reasonable."

After discussion of the recommended salaries, H. Ackerman said: "I don't think it is just exactly right to pay just the Chairman, but I think the other committeemen, most of the time, are worth as much as the Chairman is."

Lyn Bristol. "I think the Committee did a plenty good job all the way around. Only one thing I would change is that if a man is called from home, he should be paid 50¢ to pay his expense of coming down. A man should consider that he should not get as much as on the job."

L. Bristol moved that any committeeman coming from home to act on his committee, other than standing committee, will be paid the sum of fifty cents. Seconded by H. Ackerman. Upon question the motion carried.

B. F. Hogue. "What is your attitude on the question of officers' salaries?"

Paul Cantrall. "I think we all understand that Bruce, in his modesty, would not admit that twenty dollars was not enough. I don't think it is enough for the President. The President does run the organization. He has to come from home a lot and he needs to use his head on lots of things that come up. I don't think that thirty dollars is out of line and I would suggest that any officer's pay, from the President on down, take a cut of a certain percent, excepting department chairmen, provided that if any one month we do not

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have enough money to meet the expense. I make a motion that the President's salary be thirty dollars per month and any month that the salaries could not be met, that everybody take a cut for that month."

B. F. Hogue. "I appreciate that a lot, but really I would rather see it go along for a while and see how we get along. Then if they want to take and boost it to thirty dollars, I think it would be all right."

F. Ayling. "You are talking of a check-off. If we have a check-off, I think the other officers will have a lot less to do."

H. Ackerman. "I think the Secretary and Assistant secretary will still have a lot of detail work. They still have those cards to take care of after the president has gone home."

B. F. Hogue. "Lately, the Secretary and his assistant have been working night and day and if we get the checkoff later, we can adjust salaries to suit the work. I would be happy to see it."

H. Ackerman. "I don't see how the checkoff will save so much work. The department chairmen are doing most of the collecting now. The Secretary and his assistant still have the cards to go through."

B. F. Hogue. "It would cut down the work to some extent."

Harry James moved that the report of the com-
4588 mittee go through as read, except for paying Committeemen coming from home, as provided in a previous motion. Seconded by Moses Boyd. Upon question the motion carried.

D. Knieriem. "I don't think twenty dollars is enough for the president and five dollars for the Vice President. It should be thirty and ten."

B. F. Hogue. "I don't think the Committee was familiar with the amount of work the Vice President is doing. By having this man at the steel mill, he is in contact with the men over there. He has attended all committee meetings, and kept informed of the activities, so that he could do a good job and inform the men at the steel mill what was going on and give advice to those who wished it."

H. James. "When we were setting up this organiza-

tion, I thought the dues should be 40¢ per month, but it did not go through."

W. PHILLIPS. "I make a suggestion that we raise the salary of the Vice President to fifteen dollars."

B. F. HOGUE. "Another thing, Paul is the chairman of his department committee. They don't say if he should be given his $1.50 per month besides his $5.00 for vice president. Let's run on another month this way and make a study of it. Then we can see how it can be handled."

FLORENCE AYLING. "I think, as many of them could see the work that the secretary and assistant secretary are doing, but the president does a lot of work that they do not know about. He is responsible. We must have people who are easily contacted now, because of the shorter working hours."

B. F. HOGUE. "Paul, what do you thing about it?"

PAUL CANTRALL. "As Vice President, I have been attending most of the meetings of the standing committees, and if I do say it myself, I think I made some good suggestions. It's a lead pipe cinch that I won't attend the meetings I have in the past, for five dollars per month. That is being plain, because I just can't afford to dc it. If it is not necessary, or if this body feels that way, it is all right with me."

DICK KNIEBIEM. "That is true of all of the officer's salaries."

W. PHILLIPS. "I think it should be raised to fifteen dollars per month."

P. CANTRALL. "I am interested in the organization. It don't amount to a whoop to me if it is raised or not. I expect it is true, what Dick says, that you can't expect more service that what you pay for."

B. F. Hogue called for a vote on the question of paying the Vice President fifteen dollars per month. Upon question the motion carried.

B. F. HOGUE. "The Chairmen of these committees will be paid as follows: If he has 50 men or less in his department he will be paid $1.00 per month. If he has between 50 and 100 men in his department, he will be paid $1.50 per month. If he has between 100 and 200 men in his department he will be paid $2.00 per month.

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If he has over 200 men in his department he will be paid $250 per month."

Motion by Douglas Hogue that the report of the committee in regard to the salaries of department chairman be approved. Seconded by Harry James. Upon question the motion carried.

B. F. HOGUE. "Now, the election board."

Motion by Harry James that the committee's recommendation of $5.50 per man be adopted. Seconded by H. Ackerman.

PAUL CANTRALL. "I believe we ought to wait until another election and maybe we can afford to pay these men what they are worth."

B. F. HOGUE. "What we are trying to get now is authority to pay these men who served."

Upon question the motion of Harry James, carried.

4589 B. F. HOGUE. "Now we have the standing committees."

Motion by V. Auld, seconded by Walter Phillips, that the committee's recommendation be adopted. Upon question the motion carried.

B. F. HOGUE. "What is the pleasure of this body on the check-off?"

H. JAMES. "Get if you can."

E. SERING. "Get it whether you can or not."

Motion by W. Phillips, seconded by H. James, that the Alliance, through the proper committee, contact the management and try to effect a check-off of dues. Upon question the motion carried.

B. F. HOGUE. "The committee also recommended that we ask for a closed shop."

After discussion:

B. F. HOGUE. "Primarily, I believe in a closed shop. Yet, I wonder if it is time for it yet. Suppose we go after a closed shop and get it. Last week, at the American Distillery, the management agreed to a closed shop and a checkoff. Here is my thought. If we secure a closed shop we have accomplished something and we have some responsibility. We must conduct our organization right. Suppose we would get so rotten we would have no excuse for existence, we would still have our entire membership

bound to pay dues. I think we should be conservative at this time."

PAUL CANTRALL. " I move that we ask all new employees to become members and defer asking for a closed shop for the present."

Seconded by Harry James. Upon question the motion carried.

B. F. HOGUE. "We have all been doing some organizing, but up until the last ten days, we have let up a little bit. We have some men who do not seem to want to join up. That is their privilege. Some organizations ask high initiation fees. I would like to ask the General Committee to raise the price of initiation to whatever they feel is right."

H. JAMES. "Make it $3.00 and make it effective June 1, 1937."

ROSS WHITE. "New men coming in are as good as we are. We got in for 25¢ and I think they should, too."

After discussion, Ross White moved that the initiation fee be increased to $1.00 and should become effective June 15, 1937.

L. BRISTOL. "I don't agree with Ross at all, on new men coming in. This Alliance is run and financed by the fellows who started it. New men coming in are going to have one benefit of what has been done. I think it was all right to have a small initiation fee to organize the men who worked here. I say, put the initiation fee to $3.00 and give a new man 30 days to pay it. I don't think there should be any discrimination between a man who is here now and a new man."

Motion by Harry James that the initiation fee be raised to $3.00 and shall become effective June 15, 1937. Upon question the motion carried.

Earl Lowman presented a large number of applications for membership in the I.S.W.A. for approval of the General Committee.

Motion by Moses Boyd, seconded by Henry Ackerman, that the applications be approved without individual reading. Upon question the motion carried.

The Secretary-Treasurer read the following bills for approval of payment:

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C. B. Ullrick, Attorney fees	$25.00
C. G. Young, painting sign	3.00
Peoria Tent and Awning Co., Chairs	23.00
$2,000 Surety Bond for Treasurer	5.00
Bartonville Bank, printing checks	3.00
Carrigan & Young, printing bylaws	87.50
Payroll, Election Board	27.50
Telephone	1.50
Office rent	10.00
Hall rent	25.00

4590 Motion by Moses Boyd, seconded by Henry Ackerman, that the bills be approved for payment. Upon question the motion carried.

After a discussion of the cost of renting chairs, motion by John Elmore, seconded by Walter Phillips, that we buy 100 chairs.

B. F. HOGUE. "How would it be to let this motion stand until we see if we need them? From the size of the next meeting, we can tell if we need them."

H. ACKERMAN. "Why not make a deferred purchase on these. Let them send them down and if we want to buy 100 of them, let the rent apply on the purchase price."

H. ACKERMAN. "The bills allowed should include the cost of the treasurer's bond."

B. F. HOGUE. "The members are going to want to know what our organization is going to do for them. This is something which each of us should give some thought. We should know just what we are going to do for our members. One thing that is causing some unhappiness is the fact that we have a five year plan for vacations. Many of us think that you should be entitled to a vacation with three years of service. One other thing, the profit sharing plan might be amended. Maybe something can be done to boost our share on the first million dollars. The 4% is not so much. We had an offer, one time, of 5% and a 2¢ raise in wages, but we held out for 3¢ and 4%. I don't think any general increase in pay is possible at this time. One of the men told me last night he thought we should get a 25% increase. There is no need to go after anything like that at this time. We still have a long way to go in lines of Seniority and promotion. We can do a lot of good work. We should create interest. We should come into the meetings with ideas to help our members."

B. F. HOGUE. "When should the salaries of the officers

start? Legally, we came into being on April 21st, when the Constitution and Bylaws were adopted. That was really the first visible sign that we had an organization. Do you want to approve the starting of the salaries on that date, or when do you want to start them?"

Motion by Fred Slusher, seconded by Fred Halstead, that the salaries take effect as of April 27, 1937. Upon question the motion carried.

H. ACKERMAN. "How about changing the time of these meetings and having them in the evening?"

B. F. Hogue read the chapter of the Constitution which says that meetings of the General Committee shall be held at 3:30 P.M. on the first Monday in the month.

F. Slusher asked about the dates for department meetings.

B. F. Hogue explained that the Secretary-Treasurer, or his assistant would be glad to help the committeemen in this respect. A schedule will be kept of meetings to be held, and any open dates can be secured by getting in touch with the Secretary.

Motion to adjourn by Glen Hogue, seconded by Walter Phillips.

Meeting adjourned.

(Signed) EARL LOWMAN,
Secretary-Treasurer.

4591 Minutes of Regular Meeting of the General Committee of the Independent Steel Workers Alliance, at the Alliance Hall, Monday, June 7, 1937 at 3:30 P.M.

B. F. Hogue, President, called the meeting to order.

Earl Lowman, Secretary-Treasurer, called the roll, which showed the following members present: Walter Phillips, Earl Lowman, Harry James, Ernest Sering, Ed Pagen, Wm. McGowan, Roemer Chaney, Garnett Yocum, Geo. Oates, H. Knight, R. McAvoy, Perry Conn, Henry Ackerman, Ross White, Nathaniel Clifton, Charles Ball, Algie Bitner, Wm. Backers, Wm. Strubhar, Wm. Ewers, Douglas Hogue, Edw. Taylor, Nelson Vance, John Sentz, D. Bessler, Luther Hayes, B. F. Hogue.

Earl Lowman, Secretary-Treasurer, presented a fidelity bond in the amount of $2,000.00 which has been secured in accordance with the instructions of the General Committee. The term of this bond is for one year.

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B. F. Hogue. "That is the bond for the Secretary-Treasurer, in compliance with the Constitution and Bylaws."

The Secretary-Treasurer read the following bills for approval of payment:

Lohnes Printing Co., letterheads, envelopes and membership cards	$17.75
Central Book & Toy Co., rubber stamps	4.24
Peoria Tent and Awning Co., chair rental	11.50
Keystone Steel & Wire Co., labor for deducting dues	10.64
Fire insurance on office furniture & fixtures	1.00

Motion by Wm. Backes, seconded by Nelson Vance, that the bills be approved and paid as read. Upon question the motion carried.

B. F. Hogue mentioned that the purchase of a mimeograph machine would be advantageous in cutting our costs.

The chairman called for committee reports. Earl Lowman read the minutes of a meeting of the Wage Committee with the Management, in regard to the checkoff of dues.

B. F. Hogue. "We received no answer to the last part of our request in regard to having new employees join the I.S.W.A. So, we contacted D. P. Sommer this morning and told him we wanted the answer for the meeting today and his answer was 'No'. I think we won our big battle when we got the checkoff system. When the time comes that we want something like that, we should put up a real battle and ask for a closed shop. That is what this really is, a partial closed shop. I don't know what you men think about this. We can send the Wage Committee back and ask for it again. Would it be better to ask for a closed shop when we are ready?"

Motion by Ross White, seconded by Charlie Ball, that the report of the Wage Committee be accepted as read. Upon question the motion carried.

Earl Lowman read the minutes of the meeting of the Rules Committee in May.

H. Ackerman moved, seconded by Wm. Backes, that the minutes be approved as read. Upon question the motion carried.

The assistant secretary read the minutes of the meeting of the General Committee on May 17, 1937. The minutes were approved as read.

B. F. Hogue. "Now fellows, I have been asked many times, by many of our organizing committee and others of

you who have performed services for the Alliance without any compensation, as to whether or not you would be paid for your work. I advised you to give us a
4592 statement of what you had done and then after we began collecting dues and paying our bills, I would submit these service statements of yours, to the General Committee for their consideration. They run up into a considerable amount of money now and they should be disposed of, one way or another."

B. F. Hogue read statements of H. Greene, Ed Pagan, Ben Brinks, John Van Buren, John Elmore, Harry James, Fred Liesch, Wm. McGowan, Ernest Sering, Mike Sigmund and others.

B. F. Hogue. "It is up to you gentlemen to decide what you want to do with them."

After considerable discussion pro and con, Nelson Vance moved that the men be paid who lost time from their work. Henry Ackerman moved that none of them be paid.

B. F. Hogue. "Let's take it to a vote. We have two motions, really one motion. One motion is to pay and one motion is not to pay."

N. Clifton. "Suppose the time comes that men have to lose time again. Will the company pay for the time you lose?"

B. F. Hogue. "Not unless you are meeting with the Management during working hours."

B. F. Hogue. "The officers have all put in a lot of time, and we kept track of it for a while, but it finally got to be a joke and we threw away our record of the time and were happy to forget about it."

Wm. McGowan. "I think we should call the whole thing off."

H. James moved, seconded by George Oates, that we call the whole thing off. Upon question the motion carried.

B. F. Hogue. "We have a petition from the Rod Mill asking for a division of the Rod Dock from the Rod Mill, making two separate departments. Under the by-laws, the General Committee has a right to do this." B. F. Hogue read the section from the bylaws in regard to this.

H. Ackerman. "I have no objection to these men having a separate department, but won't they be cutting their own throats? Won't they go to the Yard for new men in the Rod Mill, if this is put through?"

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B. F. Hogue. "The two committees should get together and see that the present line of promotion is continued."

N. Clifton. "Some of the Rod Dock men have been promoted to the Blooming Mill."

H. Mohn. "The men on the Dock think they should have a representative."

B. F. Hogue. "Perhaps the General Committee should have the Seniority Committee investigate and see if the Seniority Agreement will still be the same."

Ed Pagan. "That will not be changed."

B. F. Hogue. "It apparently will be very simple to make the change. We will only have to notify the high men on the ticket of the last election."

Ed Pagan. "The reason they want it split up is they are working under two department heads. We work under Wm. Herman and the Dock works under Wm. Conn. The Rod Mill is practically 100% in favor of the split."

H. Mohn. "We have about 65 men on the Dock and may get more from time to time."

Ross White. "I move that the petition be adopted to split the department." Seconded by Henry Ackerman. Upon question the motion carried.

Ed Pagan. "The line of Seniority shall stay the same."

4593 B. F. Hogue. "We have a note from Frank Link, which says that he appeals his seniority case. The unfortunate thing about is that we did not receive his case in time to notify the other parties to it, who are interested. Was this case heard by the proper committees?"

F. Link. "Yes."

B. F. Hogue. "Perhaps you could take your case up with the department committee. Or did the Seniority committee rule on it.?"

Roemer Chaney. "The case was heard by the Seniority Committee. Why should it go back to them? If you do that, you will have all of your cases over again."

B. F. Hogue. "Do you gentlemen want to go ahead and hear this case? All we have today is the appeal of Frank Link."

Wm. Backes. "He could state his case and we could take down his statements to consider later."

Frank Link. "Leonard Abbey and I, Ed Fritz, Clint Warner and Ralph Sieh are involved in this case. Abbey

started in the electrical department in June. I started in the Electrical Department as motor inspector on August 24th. Abbey came as a motor inspector on September 3rd. C. Warner started in the electrical department in July. He worked on a crane for about three months. Then he went to the Rod Mill as a motor inspector. Ed Fritz started about August 15th in the motor room. Ralph Sieh started August 22 in the motor room. I claim that I am the oldest motor inspector in the Blooming Mill. According to the Seniority Committee, they sent me a letter and set me back behind everybody. According to them, the cranemen can come in and go ahead of me right now. In the same department they left the cranemen just as they were. The Seniority Committee wrote me a letter and said they had no line of promotion in the electrical department."

B. F. Hogue. "They did have a line of promotion for cranemen."

F. Link. "Do you have anything to show for it?"

Henry Mohan. "I remember seeing that."

N. Clifton. "That was made when Wm. Stewart was here."

B. F. Hogue. "They had an exception to that in the case of the pit cranemen, on account of the heat. As to the motor inspectors, I don't know if there has been a line of promotion or not."

C. Ball. "It depends on what you base your claim upon. When Stewart was here there was a little different setup than there is now. We did not have anything wrote down on a line of promotion. The Seniority Committee ruled that department seniority was final. Some of these fellows that Frank Link is talking about, were hired as cranemen before he was hired as a motor inspector."

N. Clifton. "Frank Link was hired in the Blooming Mill because they needed somebody at the Blooming Mill right away. L. Abbey was working in the Blooming Mill Motor Room and they had to leave him there because he had to break a man in, in the Motor Room."

C. Ball. "The final agreement was that department seniority rules."

C. Ball. "I would like to make a motion that we make a line of promotion and seniority that is satisfactory to all of the men and to the Management."

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B. F. Hogue. "That would sure be fine, if it could be done."

Wm. Backes. "We have heard the case and we can hear the other evidence in the case, and then decide."

C. Ball. "The Management must be in favor of any change. They decide if a man is capable of handling a job or not. There is no danger of a craneman taking a motor inspector's job. It would not be possible to do this because he couldn't do the work."

B. F. Hogue. "Let us follow the thing through."

C. Ball. "I think it would be better to turn the 4594 whole case over to the seniority Committee."

C. Ball moved that the case be turned over to the Seniority Committee. Seconded by Harry James. Upon question the motion carried.

Earl Lowman read the following applications for membership in the I.S.W.A.

Fred Schaier	Prentice Hampton
H. Champion	Tom Davies
Bruce Birkett	Eggie Schoon
John Wittfoht	Reuben Redard
Charles Hodge	Wm. Ackerman
Willis Jarnagan	Alvin Ackerman
Clifford Mettes	Helene Eberhardt
Simon Wagenback	Edw. Roth
Peter Piccony	W. E. Bowers
Clyde Graham	Arthur Morgan
Dan Didiuk	Lennie Logsden
Fred Kolasky	Sidney Braden
Percy Deakin	John Beetler
Ivo Aldridge	Edwin Grant
Joseph Whalen	Hubert Schweigert
Geo. Wartarian	K. E. Shepherd
Adolph Pasche	John Flannery
H. P. Mason	Tony Perion
Walter Collins	Grant Witherbee
Lowell Jibben	Walter Kuczynski
Glen Loeffel	Bruce Simpson
Charles Major	James Thomas
Francis Bigler	Warner Look
Archie Nolder	Ralph Tambro
Perry Hill	Geo. Lyons

Arthur Duffield	Elbert Gillan
Cecil Weathers	Curtis Elder
James Corbitt	Bernard Herbig
Loren Oyler	Chas. Shields
Merle McBride	Robert Werts
Harley Martin	Orval Matthews
Victor Montgomery	

Motion by George Oates, seconded by H. Ackerman, that the application be approved. Upon question the motion carried.

B. F. Hogue. "We have had a lot of discussion about vacations. The thing is in the minds of a lot of the newer employees. They say, 'Why don't we get a vacation, too?' We have had the plan for four years. The plan is established but it is not very satisfactory to a man who has been here three years and does not get any vacation. Maybe the time will come when we should try and set up our vacation plan to where we can take these men in. Maybe the time is here now. Perhaps you have some ideas of your own. We must get ready for a good fight. It is not going to be easy, for the reason that it is not done in the steel industry. The only vacation plan in steel is still on a seven day basis. He had opposition before when the other vacation plan was granted, but we got it. What is your pleasure?"

C. Strubhar. "I think they should work out a plan from one year on, if they only get one day."

B. F. Hogue. "We have a very few men who have only been here one year. We have a great amount of men who were hired after the N.R.A. It would cost the company $35,000.00. We would have more opposition whether it is right or wrong, if it is set at one year."

Wm. Backes. "I think a man should have a week if he has been here one year and less than five years. Five year men should have two weeks. If you wire in August, you should get a two weeks vacation. Other places besides Keystone do it in the office. Three year men should get a week and five year men should get two weeks."

B. F. Hogue. "If we are going to get these things we are going to have to do business right away to make it effective this year. If we delay it, it will have to be held over until next year."

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WM. BACKUS. "On account of the shut down, I think we can get it this year."

W. Struhbar moved that the Wage Committee contact the management and arrange that we have a vacation of one week for three year men and a vacation of two weeks for seven year men, with pay. Seconded by Walter Phillips. Upon question the motion carried.

B. F. HOGUE. "We have had some trouble at the Wire Mill in getting into the plant. We have a watchman who has been turning our members in. This morning, we contacted D. P. Sommer and he promised to make a way whereby officers and committeemen can get into the plant by signing a book at the gate office, put there for that purpose. The gate men have had instructions not to let anybody in."

4595 B. F. HOGUE. "We had an idea about an increase in the profit sharing plan. We got all our raises last year and this is really a gift, but we think it is a little low on the first million."

W. STRUBHAR. "Make it 6%."

B. F. HOGUE. "I think, in the next 30 days, there will be something like that, but right now you cannot get anybody to say anything at all."

H. ACKERMAN. "I make a motion that we send the Wage Committee in after 5% of the first million." Seconded by Nat Clifton. Upon question the motion carried.

B. F. HOGUE. "How about working up something to retire some of the old timers on a pension?"

WM. BACKES. "Why not let the Wage Committee take up this work and work out something and have it ready for us by the next meeting?"

Motion by Wm. Backes, seconded by G. Yocum, that the Wage Committee work out a plan for the men who have grown too old to work. Upon question the motion carried.

Meeting adjourned.

(Signed) EARL LOWMAN,
Secretary-Treasurer.

Minutes of Regular Meeting of the General Committee of the Independent Steel Workers Alliance, at the Alliance Hall, Tuesday, July 6, 1937 at 3:30 P.M.

Bruce F. Hogue, President, called the meeting to order.

Earl Lowman, Secretary-Treasurer, called the roll, which

showed the following members present: John Elmore, Earl Lowman, Paris Sidwell, Fred Slusher, Ed Pagan, Wm. McGowan, Roemer Chaney, Florence Ayling, Harty Mahaney, Garnett Yocum, Harold Knight, Moses Boyd, Nathaniel Clifton, Charlie Ball, Algie Bitner, Wm. Backes, Wm. Ewers, Douglas Hogue, Nelson Vance, John Sentz, D. Bessler, M. Tester, V. Watts, Klas Krus, Henry Mohn.

The Secretary-Treasurer read the minutes of the last regular meeting of the General Committee. The minutes were approved as read.

B. F. Hogue. "We have quite a bit of business today. We will read the bills and financial statement first."

Earl Lowman read the following bills for approval of payment:

Telephone, office supplies and mimeographing	$14.95
Office rent for June and July	20.00

Earl Lowman read the financial statement of the Alliance as of July 1, 1937.

B. F. Hogue. "We now have a reasonable number of chairs and it will be unnecessary to go to the expense of renting chairs any more."

Henry Mohn moved that the bills be approved and paid. Seconded by Nat Clifton. Upon question the motion carried.

B. F. Hogue. "Now fellows, we have an appeal case this afternoon and we want everything brought out on this case that should be brought out but we don't want to take up any unnecessary time. We will have the secretary read the previous evidence in this case."

4596 The assistant secretary read the previous evidence in the case.

Frank Link. "I feel that I am the oldest inspector in the Blooming Mill and I should go ahead. I told Wilson to take the case up when the seniority committee ruled on the case, but he would not take it up."

B. F. Hogue. "As the evidence was read, I don't know if you all got a clear picture of the case or not. I will review the case and if I am wrong please correct me right away. The men in the case are all present except C. Warner and L. Abbey. Wilson, Fritze, Link and Sieh are here. F. Link and Sieh are supposed to have been hired as cranemen. In the past there was no definite rule on how a man should go."

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C. Wilson. "The reason I was so long in the Rod Mill, I don't know. I can only remember of two men going up to the Open Hearth in that time. I asked Stewart once for a job in the Open Hearth and he said I would have to go to the Blooming Mill first."

E. Fritz. "I don't like to butt in on any other man's case. I started in the motor room and Dewey Cowser was killed and Stewart asked me if I wanted to go to the Rod Mill. Warner isn't here and you should hear from him before you make any decision. Warner had been a helper in the Electrical gang when Stewart had to have an inspector in the Blooming Mill and he put Warner in the Blooming Mill because he was nearest to being broken in on the job. I asked Bill Stewart if Wilson and I were not entitled to the job but he said it was only a temporary job and Warner was broke in on the job."

B. F. Hogue. "What job are you on now?"

Fritz. "The whole thing is, we don't know who will be the first man out of the Blooming Mill. We are all in the Blooming Mill now. We have never seen this seniority list."

H. Moore. "Has your Chairman never shown you the seniority list?"

Algie Bitner. "I got some of the lineup from Houston and that seniority list is there and has been since last March. They could have seen it any time."

B. F. Hogue. "Shall we take a vote on this case? I really believe it would be more fair to C. Warner to wait until we hear from him."

H. Moore. "I would like to make a suggestion. It seems to me that we have three or four men out of the department. I don't know enough about the case. I don't care to vote on it. I would like to make a motion that the department meet with the seniority committee and at this meeting they should vote on the case. I believe if you called a meeting of the committee and the department, you can get something settled."

Wm. Backes. "The question is, if they can all be at the meeting."

Ed Pagen. "That case has been up twice and I was on the seniority committee both times. C. Warner has never said a word about being dissatisfied."

Nelson Vance seconded the motion of Herbert Moore. Upon question the motion carried.

B. F. Hogue. "We just had a meeting of the Wage Committee with the Management this afternoon. We have had no chance to prepare minutes, as we came from there right down here to this meeting. One thing we touched on was the vacation for three year men. The Management did make an offer of three days vacation with pay for each man who had been here three years, with the rest of the plan just the same as it was before. It wasn't what we expected and the case is still open. The idea is three days pay for each man who has been here three years. It does not start until next year. We also had a case from the truckers in the Drawing Department. The Die Room and the Gate Shop and the Galvanizing Department also had cases. We came out 100%. We did not win any of them. The Management did agree to make an investigation in the case of the Galvanizing Department and find out what the trouble is in there, in regard to the pay. I asked the Management what they would think of adding on three days for three years and four days for four years, but it was no good. I think we should have some discussion on it."

4597 Ed. Fritz asked to be excused from the meeting. His request was granted.

B. F. Hogue. "The cost of vacations at Keystone will amount to about $75,000. One thing that impressed us today is the large number of wage cases coming up."

John Elmore asked if a department committee had the right to take a case to Dan Sommer after being turned down by John Moritz. B. F. Hogue said he knew of no reason why they could not do so.

H. Mohn. "We have plenty of time to talk this vacation plan over before next year. Let the thing die down and come at them again."

B. F. Hogue. "I think you are right in one way, but I don't think we should let it die down."

Wm. McGowan. "I make a motion that you go back and ask that three to five year men get one week and ten year men get 2 weeks." Seconded by Henry Mohn. Upon question the motion carried.

B. F. Hogue. "The Goodfellow Club will give a picnic

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on July 31st. The picnic will be at Bradley Park. The I.S.W.A. will not be behind it. The Goodfellow Club will handle it.

F. SLUSHER. "I would like to get the attitude on a closed shop."

B. F. HOGUE. "I have talked it over with some of the members and it is something when we do go after it, we should go after it hard because we will have the membership behind it. We should have a referendum of the members to see if we want it or not. I am in favor of it. Non-members are getting the same benefits as members are from our work. The only thing; is the time ripe for it now? We must be sure the membership is in favor of it. We will never have a better chance for acting on it than now. This is our opportunity for asking for a closed shop. There are only 26 eligible non-members, who do not belong."

H. MOHN. "How would it be to take a vote of all of the members and see how they feel about it. Then the Committee will have some backing."

McGOWAN. "I say, to take the 23 who don't belong, and kick them out."

F. SLUSHER. "I move that we have a referendum vote." Seconded by John Elmore. Upon question the motion carried.

Motion by Harold Knight, seconded by Henry Mohn that the referendum be held on the second Tuesday in August. Upon question the motion carried.

B. F. HOGUE. "It will soon be time to audit the books. Next month is the time. How many auditors do we want? It will cost some money, expecially the first time. The auditors should be more than one man. They should be familiar with figures and we can probably find someone in the plant who will qualify."

Motion by H. Mohn that we appoint three auditors for the period of one year, with the added provision that the auditors shall be appointed by the president. Seconded by Wm. Backes. Upon question the motion carried.

B. F. Hogue appointed Harry Abbott, Dick Kneieriem and Thad Mott as auditors.

B. F. Hogue. "As to the salary, let us wait and see what the job is and base the pay upon the work."

Earl Lowman read the following applications for membership in the Alliance:

Geo. Voll
Rudolph Smith
D. McAtee
Al Grob
R. Romani
F. Williamson
Clyde Graham
Louis Schoff
Paul Siens
H. Stonner
Fred Schaer
L. Lofgren
Ben Artman
Tom Michael
Joe Killen
John Huber
Frank Burns
R. Branham
Jasper Harris
J. M. Keller
H. Riopell
J. S. Olson
F. Madison
A. Duffield
Heye Look
O. Friedinger
E. Malson
V. Branham
F. Stobaugh
L. Hoover
E. Mayhew
R. Hensley
J. Van Cleve
Ed Varble
R. Kinsey
Joe Lemons
Wm. Wiegand
V. Lovsin
Frank Kyle
K. Notvest
H. Kritzmire
Teddey Otten
A. Pitchford
T. D. Graham
E. Blackman
L. Hasten
V. Nutter
Reuben Bair
Kenneth Green
Freda Roberts
F. Waldmeier
Fred Roehrig
John Barnes
Joe Heineman
Bennett Campen
Warren Clark
J. C. Bollier
H. Juergens
Geo. Epperson
Fred Stuaan
4598 K. Uphoff
Harry Gray
L. Bruninga
Fred Gerber
M. Priebe
Basil Brown
Ray Harris
Carl Gibbs

Harty Mahaney stated that Wm. Schwinn, A. Sanzotto and S. Conway are foreman and should not be admitted to membership.

In response to questioning, he stated that Harry Taylor was a stationary engineer and was considered as a foreman. C. A. Brown, E. Allen and Chester Strantz were also named as foremen.

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After some discussion as to the eligibility of leaders, etc., and the exact place to draw the line on membership in this group, Motion by Garnett Yocum, seconded by Harold Knight, that all men considered as supervisors in any capacity be excluded from membership. Upon question the motion carried.

Klas Krus, Chairman of the Steel Plant Masons and Yard Department, brought up a case wherein masons were called out for two hours work on a ladle on Sunday, and were forced to lose the time the following Tuesday.

B. F. Hogue said he would investigate this case and that we would not tolerate this practice.

Motion by G. Yocum, seconded by H. Knight, to adjourn.

Meeting adjourned.

(Signed) Earl Lowman,
Secretary-Treasurer.

Minutes of Regular Meeting of the General Committee of the Independent Steel Workers Alliance at the Alliance Hall, Monday, August 2, 1937 at 3:30 P.M.

Bruce F. Hogue, President, conducted the meeting, assisted by Earl Lowman, Secretary-Treasurer and J. Mahannah, clerk.

After the Chairman had called the meeting to order, the secretary called the roll, which showed the following members present, John Elmore, Herbert Moore, Earl Lowman, Harry James, Roemer Chaney, Bruce F. Hogue, Garnett Yocum, George Oates, N. W. Tindell, Wm. Strubhar, Douglas Hogue, Edw. Taylor, J. Johnson, Nelson Vance Klas Krus, Henry Mohn.

The Secretary read the minutes of the meeting of the General Committee on July 6th. The minutes were approved as read.

B. F. Hogue asked Klas Krus if he had come to a satisfactory agreement with Al Sommer regarding the overtime for steel plant masons.

Klas Krus said he had been off work and had not talked to Al Sommer yet.

B. F. Hogue. "He told me that he wanted you fellows to have all of the time and a half it was possible to grant, but at that time there was no justification for

the working of the 48 hours. He said there had been times when you fellows got overtime and he would try and give you all of the overtime he could when the work justified it. If he does not do that, let us know."

K. KRUS. "I did not get a chance to see him yet."

B. F. HOGUE. "We have a thing here now I want to bring up. Now we have got quite a membership and other organizations are going to want to have quite a bit of contact with us. The other day we had a man from the Loyal Order of Moose. We are a labor organization, not a fraternal organization, but we
4599 should be decent with these fellows and, at least be courteous. What he asked was to come to a meeting of ours, for the purpose of getting members for the Moose. I told him we had never done anything like that, but I would put it before the men. One thing we must realize, is that if we let one man come, we will have to let others come and address us. Would it not be better to have him send in a letter to the I.S.W.A., stating his case? He is asking for permission to come and talk to the Alliance and if they desire, to give them a moving picture which deals with propaganda for organizing the Moose."

H. MOHN. "I make a motion that any organization or organizer from any society be permitted to talk at the conclusion of our regular meeting, and if anybody wants to stay, they can."

JOHN ELMORE. "Why not let him appear at our regular meeting for members, instead of coming to the General Committee meeting?"

B. F. HOGUE. "That might be all right."

HERBERT MOORE. "I don't know if they allow that in any other labor organization or not."

B. F. HOGUE. "As far as I know, from what organizations I have known, it was done by writing."

HERBERT MOORE. "Our men are satisfied and we are running a labor organization for the protection of our members. We have intelligent men in our organization who know what they want to join. I can't understand just where we would be getting, to open up something like that. It means that our men are happy when we don't have a big attendance at these meetings. I think

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you have a wonderful idea to accept communications and read them."

Motion by Herbert Moore, seconded by George Oates, that we accept communications from other organizations, and read them at our meetings.

B. F. HOGUE. "Does anybody want to second the motion of Henry Mohn on this question?"

As there was no second to this motion, the chairman called for a vote on the motion of Herbert Moore.

N. W. TINDELL. "Don't you think we should limit the communication to some extent? They might send a whole book to read."

B. F. HOGUE. "We could spread it over three months time."

The Chairman put the question on the motion of Herbert Moore. Upon question the motion carried.

B. F. HOGUE. "We will hear from the Chairman of the Rules Committee. At our last meeting, we passed a motion to take a referendum vote on the closed shop on August 10th. Since that time, there have been a whole lot of discussions about the thing. I have heard some reports that, under the Wagner Act, the closed shop might be unconstitutional. However, you remember that we were first turned down on the checkoff. I think we should have an opinion from the National Labor Relations Board, before we go ahead with the closed shop issue, to see that we are on the right track."

HERBERT MOORE. "Isn't it very plain in the Wagner Bill that majority rules?"

B. F. HOGUE. "That is true."

H. MOORE. "That is all we need. The Wagner Bill states very clearly that majority rules."

EARL LOWMAN. "It does say that anybody can belong to any organization they desire to."

H. MOORE. "That one line—'Majority rules'—is all we need."

After considerable discussion upon the legality of the closed shop, motion by Herbert Moore, seconded by George Oates, that the secretary be empowered to wire to the Secretary of Labor to ask about the legality of the closed shop, and have her answer by wire collect. Upon question, the motion carried.

4600 HERBERT MOORE. "I believe we are coming into one of the biggest things we have ever done. Would it be a good idea, if this answer comes back favorable, to get the word around for the meeting of the members, and get a good crowd out and let them have a good discussion?"

After further discussion, motion by George Oates, seconded by Curt Strubhar, to amend the motion of Harold Knight at the last meeting, in regard to the time of the referendum on the closed shop question, as follows: Amendment to Motion: "That the Rules Committee, upon receipt of a favorable answer from the Secretary of Labor, regarding a closed shop, be authorized to set a date for the referendum election."

Upon question the amendment to the motion carried.

B. F. HOGUE. "The Kinsella case is closed. He is back to work at a job he likes fine. The case of the vacation checks was granted. This was brought up by a motion of Mike Sigmund at the regular meeting of members."

GEORGE OATES. "I would like to have a man made an honorary member. Harry McCabe has been off sick for a long time."

HERBERT MOORE. "I would like to second that motion, and I would like to make it apply to every man who is in a similar condition."

After discussion, in which it was brought out that men who are members of the I.S.W.A. and are off sick or injured, are given withdrawal cards, the motion was amended to read as follows: "Motion that Harry McCabe be admitted to membership in the I.S.W.A. and the initiation fee be paid by the Alliance. It was then decided to get an application blank signed by Mr. McCabe and present it at the next meeting.

Earl Lowman read the financial report.

Earl Lowman read the following bills for approval of payment: office supplies, etc., $11.70.

Henry Mohn moved that the bill be allowed, seconded by George Oates. Upon question the motion carried.

Earl Lowman read the following applications for membership in the I.S.W.A.: H. Wilkinson, Rolland Eaves, W. Harkless.

Motion by Herbert Moore, seconded by George Oates, that the applications be approved. Upon question the motion carried.

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B. F. Hogue. "What is your opinion on having a permanent Saturday night dance at the hall this winter?"

John Elmore asked about getting a discount on gasoline and repairs for Alliance members.

After discussion about the unsanitary conditions at the wash room and the shortage of lockers and showers, motion by Curt Strubhar, seconded by George Oates, that the Wage Committee contact the Management and get some hot water and cleanliness and more shower room and more locker rooms at both the Steel Plant and the Wire Mill. Upon question the motion carried.

Herbert Moore moved that the Goodfellow Club be given a vote of thanks for the fine picnic they sponsored for the employees. Upon question the motion carried.

B. F. Hogue brought up the question of the auditing of the books and records of the I.S.W.A. He explained that on account of the card system in use, that it would be much more satisfactory to audit after September first.

Henry Mohn moved that the audit be postponed upon after September first on account of the card system in use. Seconded by Garnett Yocum. Upon question the motion carried.

Motion to adjourn by Herbert Moore, second by John Elmore.

4601 Meeting adjourned.

(Signed) Earl Lowman,
Secretary-Treasurer.

Minutes of Regular Meeting of Representatives of the Independent Steel Workers Alliance at the Alliance Hall, Monday, September 13, 1937, at 3:30 P.M.

Bruce F. Hogue, President, conducted the meeting, assisted by Earl Lowman, Secretary-Treasurer and J. Mahannah, clerk.

After the President had called the meeting to order, the secretary called the roll which showed 26 members present as follows: John Elmore, Herbert Moore, Earl Lowman, Harry James, Paris Sidwell, Ed Pagen, Wm. McGowan, Roemer Chaney, Fred Liesch, Harty Mahaney, Garnett Yocum, George Oates, N. W. Tindell, Moses Boyd, Nathaniel Clifton, Kearney Jones, Wm. Ewers, T. Catterall, Nelson Vance, John Sentz, Klas Krus, J. McNamee, Luther Hayes, R. Anderson.

After a consultation with the members of the Rules Committee who were present at the meeting, the President announced that the regular meeting of members would be held at 3:30 in the afternoon instead of at 7:00 in the evening. This change was made to try and attract a larger attendance at the meetings, and the plan of afternoon meetings will continue until changed by the rules committee.

Earl Lowman read the minutes of the regular meeting of the General Committee on August 2nd. The minutes were approved as read.

The Secretary-Treasurer read the financial report of the Alliance as of September 1, 1937.

The Secretary-Treasurer read the following bills for approval of payment:

Keystone Steel & Wire Co., labor deducting dues	$24.84
Imogene Williams, labor on card system	3.00

Motion by Nat Clifton, seconded by John Elmore, that the bills be allowed and paid and that an investigation be made into the charge for deducting dues, to see if it was fair. Upon question the motion carried.

B. F. Hogue. "We will pass on to the order of new business."

F. Liesch. "The case of the First Aid man at the Steel Plant should be taken care of. He has a lot of work to do, such as janitor work, mail deliveries, and taking care of the ambulance. While he is on mail deliveries, he is away and cannot take care of the first aid work. There has been some complaint by reason of having to wait until he is found before first aid can be rendered."

B. F. Hogue. "Why can't the mail boy take care of those mail deliveries?"

Nat Clifton said the first aid man was gone three hours the previous Saturday, with the ambulance.

Harty Mahaney said the ambulance should be stationed at the Wire Mill because more men work there.

B. F. Hogue. "Last year it was taken up, and I wonder if we should make a drive for a new ambulance, so we can have one at each side? Still, that would not solve the problem of having a first aid man on hand when needed."

4602 Harty Mahaney thought there should be another man to take care of the mail.

Motion by Fred Liesch, seconded by Nathaniel Clifton,

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that the first aid man at the Steel Plant, be relieved of his mail carrying duties or any duties which would interfere with his first aid work. This motion to apply to the first aid man on first shift only. Upon question the motion carried.

Herbert Moore moved that the proper committee be empowered to meet with the Management on the subect of an ambulance, and to use their own judgment in presenting the subject and in negotiations. Seconded by Nathaniel Clifton. Upon question the motion carried.

R. Anderson. "There is some dispute in the Rod Dock about the men being put back in the Yard, while younger men are allowed to stay on the Dock. Some of the younger men are staying and older men are being moved back into the Yard. Steele never went by the seniority list at all. The Loadmaster Crane is run by the foreman on Sunday and Sunday nights. There is no reason why a man should not get this work."

B. F. Hogue. "I will get in touch with you and help you get this straightened out."

F. Liesch. "How about more parking space at the steel plant?"

He said men having garages on the east side were unable to get their cars out because of cars parked on the east side of the garages and more parking space should be provided.

B. F. Hogue. "It might be well to take up the parking problem at both mills. It might be quite expensive to fill in the Northwestern ditch. We will hand this to the Committee for action."

Motion by Nat Clifton, seconded by Herbert Moore, that we contact the Management in this regard. Upon question the motion carried.

T. Montefusco. "It has not been settled about the men coming back from the Rod Mill to the Dock in regard to seniority."

B. F. Hogue explained that it is possible for a man to come back to the Rod Dock from the Rod Mill when a promotion terminated, providing that he was promoted out of the Rod Dock in the first place.

Ed Pagan. "The argument in there is this: Some of these fellows came in from the Yard to the Rod Mill. That

was before March 15 and these fellows came in before that time. Now these fellows are coming back."

B. F. HOGUE. "If there is a dispute about some particular man coming back, or being moved on the job, it is the function of the seniority committee to take care of it. Any of you fellows who are aggrieved should take the case up. Who are the men who have been moved out of the Dock?"

R. Anderson said that Leonard Tate, Frank Hagan and Joe Wagner were three of the men who have been moved from the dock to the yard. Carl Ragain is the man who has only worked here six months.

R. ANDERSON. "The foreman on Sunday nights, drives the Loadmaster crane and takes cares of the foreman job both. There should be a man on the Loadmaster on Sunday night."

Motion by R. Anderson, seconded by Ed Pagan, that the Loadmaster crane be operated by a craneman on Sunday and Sunday night. Upon question the motion carried.

HERBERT MOORE. "We want our 40 hours in the Drawing Department. I don't know how we are going to get it. We have lost too much time. We ought to be allowed to make an average of 40 hours. It is taking money out of the working man's pocket. I don't think it should ever be changed that a man who gets 40 hours should get time and a half for overtime. We want our 40 hour average. We don't want any more unless they want to pay overtime at time and one half."

B. F. HOGUE. "What we have here is the time and one-half rule and some of the departments have found it hurtful and some departments have found it a fine thing.
4603 Because of the power failure, some of the men in the drawing room lost an entire week. They cannot make it up without the company paying time and one-half, which the company has refused to do. The same thing applies in the Bundling Room. They are only getting about 20 hours per week. They want enough men laid off to make 40 hours per week for the older men."

R. MCAVOY. "In the Bundling Room, if we could get the foreman to lay a few men off, it would take care of it."

K. C. JONES. "The same thing is coming up in the Fence Department. Is this a law, or what?"

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B. F. Hogue. "According to the provisions of the Walsh-Healey Bill no company can bid on government business unless they abide by the 40 hour rule."

Herbert Moore. "I think if a man has lost time he should be allowed to make it up, but he should not be allowed to build up time."

K. C. Jones. "I think that is right."

After considerable discussion, B. F. Hogue suggested that the men present talk this question over among the members in their respective departments to find out what the sentiment of the members is regarding the 40 hour week average, and at the next regular meeting of the General Committee the question could again be brought up."

Geo. Oates. "We have not been getting 40 hours on account of younger men not being laid off."

B. F. Hogue. "Do you men want to make a motion this afternoon, in regard to a work week? That is what the Management wants to know, whether we want 40 hours per week or do you want four days? Let us poll each department here. This is important."

A verbal poll was taken of each representative present, which showed all in favor of the 40 hour week before splitting time, except Paris Sidwell of the Galvanizing Department, who voted for 48 hours.

Herbert Moore. "I think that motion should include that the foreman should follow this rule without having the Committee come in and see him each week."

B. F. Hogue. "Now it is our duty to inform the Management of this decision, immediately."

John Elmore. "Are we going to work six days or five days, to get this 40 hours per week?"

B. F. Hogue. "We are just to ask that the older men get 40 hours."

R. Anderson. "If the Rod Mill should be down one turn, the oldest men should get 40 hours anybody."

B. F. Hogue. "That is right."

Earl Lowman. "How about the payment of the social security tax? We must pay a tax upon the salaries paid of the officers and committeemen of the I.S.W.A. One half of this tax must be paid by the Alliance and one-half is supposed to be paid by the person receiving the check. However, so many of our checks are so small that we have

been paying the total amount of the tax from Alliance funds, and not deducting anything from the salaries. The amount of the tax for the last two months totals $7.98. Should we do it this way, or deduct half of it from the checks?"

Motion by Herbert Moore, seconded by George Oates, that the Alliance pay the total tax on salaries for social security. Upon question the motion carried.

Earl Lowman explained that the typewriter in the Alliance Office was old and in need of repair, or trading off. He said he had received quotations upon repairing the present machine, and upon the price of a new machine. The price for repairing was $12.50 and a new machine could be secured for $71.60."

Motion by N. W. Tindell, seconded by George Oates, that the Alliance purchase a new typewriter, trading the old machine in for the quoted cash difference of $71.60.

Upon question the motion carried.

4604 B. F. Hogue. "Back in May, when the salaries were first set, my salary was set at $20.00. At that time I insisted that it be kept low. In the month of May, $20.00 was plenty. From July on, work has been added and multiplied until it is not near enough money. Now, I think it should be added to, or some measure of my duties eliminated, or given elsewhere. If the men want the thing handled as it is now, it should be raised. Last week, I made eight trips to the plant in five days. In the month of July, I kept track of everything that was done. It was amazing. Men are paying dues now and they expect to have things done. You might wonder what there is to do, as we have Committeemen. For instance, Saturday, I made three trips for the Barbwire Department. This morning, I worked on it again. The men do want aid and advice and I am the man they come to for it. I turned the wage increase down in May because I didn't think I would earn it. Now, I think I should have it."

F. Liesch. "What do you think would be a fair salary?"

B. F. Hogue. "I think it should be $30.00 per month. No more and no less."

Roemer Chaney. "I was on the Committee that made

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these rates and at that time I said hold it down and see how we get along. Now, I say we can double it."

B. F. Hogue. "I don't think it is worth $40.00. I think $30.00 is enough at the present time."

Herbert Moore. "I move that the $30.00 be granted to go into effect as soon as Bruce gets the closed shop."

After much laughter, Mr. Moore withdrew the closed shop provision of his motion.

Roemer Chaney moved that the President's salary be increased to $40.00 per month. Seconded by Fred Liesch.

Harty Mahaney asked how many trips per month Bruce had to make.

B. F. Bruce stated that in July he made 24 trips.

Upon question, the motion of R. Chaney carried, increasing the salary of the President to $40.00 per month.

B. F. Hogue. "I think you for your confidence and will try to earn this money."

B. F. Hogue read a letter from the Director of the National Labor Relations Board, of Chicago, in reply to an inquiry from the I.S.W.A. in regard to the legality of the closed shop.

The clerk read the section of the Wagner Act which applies to the closed shop.

B. F. Hogue. "We have had one meeting with the Management in this regard and they asked for more information."

Earl Lowman. "I have some applications."

The following applications for membership in the I.S.W.A. were read by the Secretary-Treasurer:

George Askew, Homer Jeffers, John Cole, Ralph Edwards, Newt Lomon, Clare Gibbs, Jake J. Lemnges, Guy Thompson, Harry McCabe.

Earl Loman explained that we had received a dues deduction card signed by Robert Thompson but we had received no application from him.

Herbert Moore moved that R. Thompson's application for membership be accepted, providing that he signs an application blank. Upon question the motion carried.

Garnett Yocum moved that the applications be accepted for membership. Seconded by Wm. Ewers. Upon question the motion carried.

B. F. Hogue asked the opinion of the members as to

having a series of Saturday night dances in the
4605 Alliance Hall this winter. He said some of the men in the plant had an orchestra which would furnish the music for onehalf of the gate receipts.

B. F. Hogue. "If you men want to do this, we can appoint a Committee of three men from the wire mill and steel mill."

Motion by Ed Pagan, seconded by N. W. Tindell, that the dances be given and the committee appointed at the most suitable time. Upon question the motion carried.

Meeting adjourned.

(Signed) Earl Lowman,
Secretary-Treasurer.

Minutes of Regular Meeting of the General Committee of the Independent Steel Workers Alliance at the Alliance Hall, Monday, October 4, 1937 at 3:30 P.M.

B. F. Hogue, President, called the meeting to order.

The secretary called the roll which showed the following members present: John Elmore, James Hudson, Paris Sidwell, Fred Slusher, Oran Byrne, Wm. McGowan, Fred Liesch, Dick Knieriem, Harty Mahaney, Irvin Bube, George Oates, Ray McAvoy, Moses Boyd, Glen Hogue, Henry Ackerman, Ross White, Lynn Bristol, Nathaniel Clifton, Wm. Backes, Wm. Strubhar, Kearney Jones, Wm. Ewers, Earl Ganson, Edw. Taylor, J. Johnson, Nelson Vance, John Sentz, Klas Krus, Earl Lowman.

Earl Lowman read the minutes of the last regular meeting of the General Committee on September 13, 1937. The minutes were approved as read.

B. F. Hogue. "We have a report on the vacation plan which has been pending for over three months. Compared to the first tentative offer we had from the management, this will be quite pleasing. We will now go ahead with the report of the expenditures for last month. We have a report from the auditing committee."

Earl Lowman read the report of the Auditing Committee. He also read the financial report of the Alliance as of October 1, 1937.

The secretary-treasurer read the following bills for approval:

Telephone and office supplies	$ 5.40
Labor deducting dues	9.00
Office rent for three months to Nov. 1, 1937	30.00

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EARL LOWMAN. "I have a bill from the auditors. They worked eight hours each. I recommend that they be paid at the rate of a dollar per hour."

K. C. JONES. "I make a motion that they be paid $1.00 per hour." Seconded by Fred Slusher: Upon question the motion carried.

The clerk read a letter from R. E. Sommer in regard to the vacation plan.

B. F. HOGUE. "That is quite an improvement on the plan which we came back with some time ago. This plan gives recognition to every man according to his length of service. This shows that it does not pay to accept things too quickly."

Motion by Fred Liesch, seconded by Harry James, that the vacation plan be accepted as offered. Upon question the motion carried.

4606 The clerk read the minutes of the Wage Committee meeting with the Executive Committee of the Keystone Steel & Wire Co.

B. F. HOGUE. "What will happen in regard to the closed shop, we do not know. Your guess is as good as mine. We will just have to wait and see."

Earl Lowman read a petition from the Steel Plant Mechanical Department who want to form a separate department for day workers.

B. F. HOGUE. "There has been some dissatisfaction with the way the men are grouped in that unit. No action has been taken. The dissatisfaction seems to persist. Nat, will you tell us what the aim is?"

NAT. CLIFTON. "That is the third petition we got up. We want to get away from the switchmen and engineers. These six electricians are working straight days and they don't feel that they should be included with the motor inspectors."

B. F. HOGUE. "Do you think if that was granted that it would be an improvement in representation?"

N. CLIFTON. "Yes. We can elect our own men then."

ROSS WHITE. "I think if the engineers and switchmen are satisfied to hold an election and elect representatives too, it would be all right."

Nat Clifton said that if this request was granted it would be all right to let it lay over until the next regular election.

HENRY ACKERMAN. "I have had the same thought in regard to the cranemen and electricians who should belong to the different mills."

F. SLUSHER. "Would anybody object to this at all?"

NAT CLIFTON. "No."

F. SLUSHER. "I don't see any way it can hurt anybody."

B. F. HOGUE. "The Rules Committee should handle this and give us a report on it. If it is satisfactory to wait until the next election, I think we could do that."

HENRY ACKERMAN. "I have thought that a lot of departments should be split at the Open Hearth."

B. F. HOGUE. "Let us turn this over to the Rules Committee for a report later. They can make a study of it."

Henry Ackerman mentioned that a study should be made of the department setups at the Steel Plant to determine where different groups should be placed. He said the Stockers were now in the Open Hearth department although the last Stockers who were transferred, went to the Scrap Department."

Fred Liesch asked if any results had been obtained in regard to the first aid man at the Steel Plant."

B. F. HOGUE. "We haven't had any answer on it yet."

Fred Liesch said they had an old man who was available to handle the mail delivery, without any additional expense. This man's name is Yaden.

B. F. HOGUE. "In the last meeting it was brought up here that the time and one-half rule be amended so that men could make up time on a job if they were behind an average of 40 hours, providing that they did not displace any man from getting his 40 hours and providing that if a man worked over 8 hours in one day, he should be paid at the rate of time and one-half. We decided to vote on that today. Do you want to vote now or should we have more discussion?"

ROSS WHITE. "Let us have some discussion."

F. LIESCH. "The Blooming Mill want the 40 hour average. They don't want to build up any time. If they lose a day or two, they want to have the right to build it up."

4607 After considerable discussion, John Elmore moved that the vote be deferred for 30 days. Seconded

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by Wm. McGowan. Upon question the motion did not carry. A secret ballot was spread. Nat Clifton, Wm. Backes, Fred Slusher and Curt Strubhar were appointed as tellers.

Motion by Wm. Backes, that the representatives be pulled as to how the men in their departments felt about this question. Seconded by Kearney Jones. Upon question the motion did not carry.

B. F. HOGUE. "Are you ready to take a vote on it?"

Motion by George Oates, seconded by Moses Boyd, that the vote be taken. Upon question the motion carried.

B. F. HOGUE. "If you are for the proposed plan of changing the present rule, and allowing men to make up time, you will place a "6" on your ballot. If you are for the plan just as it is at present, you will place a "5" on your ballot."

The result of the balloting showed six votes in favor of the proposed change and 11 votes in favor of keeping the plan now in force. Accordingly the proposal was defeated.

B. F. HOGUE. "We have a baseball committee here. Let us hear from them."

NAT CLIFTON. "In past years, we held a dance each year, and the proceeds of this dance went to give a banquet for the baseball players. You are giving a dance this season, I understand. The ball players feel that they should have 50% of the dance receipts."

B. F. HOGUE. "It is true that we used to give a banquet for the ball players, except to be frank, both of the years we had a sum of some $270 to $290 dollars left at the end of the year. The truth was that the ball club was self-sustaining."

NAT CLIFTON. "We finished the season with less than $150 last year. We had to get along on that."

B. F. HOGUE. "It is illegal for the I.S.W.A. to contribute to the ball park as long as it belongs to the company."

FRED SLUSHER. "Why don't you ask the company to give you a banquet?"

NAT CLIFTON. "They don't want a banquet this year, they want a jacket."

B. F. HOGUE. "That is a company problem."

NAT CLIFTON. "How about getting lights put up on the new ball field?"

B. F. HOGUE. "We have a right to recommend that the company put lights on the field."

WM. BACKES. "I move that we recommend to the company that they put lights on the ball field."

NAT CLIFTON. "We want a real recreation field for the employees, with horseshoe courts and everything."

Motion of Wm. Backes was seconded by Edw. Taylor. Upon question the motion carried.

Earl Lowman read the following applications for membership in the Alliance: Clarence Bunn, Paul Lightbody, John Beres, Forrest Gentry.

Motion by Moses Boyd, seconded by Wm. Backes, that the applications be approved. Upon question the motion carried.

HARTY MAHANEY. "They asked me if I could not be arranged to have stubs put on the office payroll checks the same as in the mill. If they have a supply of the present style checks on hand, it would be all right to use them up, but have stubs put on the new supply."

B. F. Hogue said he would investigate this and see what could be done.

C. Strubhar asked what had been done about the shower baths.

C. STRUBHAR. "You can go in there right now and you can't get wet."

4608 B. F. HOGUE. "We took that up with D. P. Sommer and he promised that it would be taken care of."

Motion to adjourn by Wm. Backes, seconded by Fred Slusher.

Meeting adjourned.

(Signed) EARL LOWMAN,
Secretary-Treasurer.

Minutes of the Regular Meeting of the General Committee of the Independent Steel Workers Alliance, at the Alliance Hall, Monday, November 8, 1937 at 3:30 P.M.

Bruce F. Hogue, President, called the meeting to order.

The Secretary called the roll, which showed the following members present: John Elmore, Walter Phillips, Earl Lowman, Harry James, Paris Sidwell, Fred Slusher, O. Byrne, Wm. McGowan, Roemer Chaney, Florence Ayling,

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Harty Maheney, Irving Bube, Garnett Yocum, Vernon Auld, D. Mercer, N. W. Tindell, Marvin Merritt, D. Bessler, Klas Krus, Moses Boyd, Glen Hogue, Fred Halstead, Fred Schreiber, Henry Ackerman, Ross White, Arthur Chamberlain, Floyd Jackson, Nathaniel Clifton, Paul Cantrall, Wm. Backes, Wm. Evers, Eugene Wade, Edw. Taylor, Tom Catterall, Nelson Vance, John Sentz, M. Tester, Henry Mohn.

The Secretary read the minutes of the last regular meeting of the General Committee on October 4, 1937. The minutes were approved as read.

B. F. Hogue. "Regarding the request for the change in the type of pay check for the office force, Bill Fritze said that they had a big supply of checks of the present type on hand, that they are not adaptable at all. He said after this stock is cut down he would be glad to talk it over with the office committee. So that is the case. If the office committee cares to go ahead with it."

Earl Lowman read the minutes of the special meeting of the General Committee on October 29, 1937. The minutes were approved as read.

The clerk read the minutes of the Rules Committee meeting in regard to the Steel Plant Mechanical case. He also read the minutes of the Eligibility Committee meeting.

B. F. Hogue. "What is your pleasure on the action of the Rules and Eligibility Committees?"

Motion by Wm. Backes, seconded by N. W. Tindell, that the actions of the Committees be approved. Upon question the motion carried.

The clerk read the minutes of the Wage Committee meeting with the Management on October 14, 1937.

Motion by Mike Sigmund, seconded by Harry James, that the minutes be approved as read. Upon question the motion carried.

B. F. Hogue. "We have a letter here from the foreman, in regard to the Bailey case in the Cleaning Department. The Seniority Committee recommended that Bailey be put back to work, but the foreman has refused to do this, claiming that Bailey is the poorest workman of the younger men."

4609 John Elmore. "I happened to be on that case. I investigated some and I find that a lot of those

fellows are not against Bailey as a worker. They claim he can do the work and probably Jack just asked one or two of his 'Yes' men and got their opinion."

WALTER PHILLIPS. "I questioned a few of the men in there and they didn't have anything against him. I think it is just a prejudice of the foreman."

MIKE SIGMUND. "We was good enough while the plant was running strong. Why isn't he good enough now?"

WM. BACKES. "Jack told me he was a good man on the trucker job. We have ruled on that case. Bailey thinks the reason he had it in for him was due to a previous case where he was getting four days and the rest of the men five days. The Committee got Jack Hindred to put them on five days. I think since then he has another case."

B. F. HOGUE. "You had another case in there, Bailey?"

BAILEY. "I was transferred from the Testing Department and before my 90 days were up the Management refused to let me go back. They wanted to keep me in the Cleaning Department. I tried to get back in the Testing Department from the Cleaning Department and the management insisted that I stay in the Cleaning Department."

B. F. HOGUE. "That might have some bearing."

JOHN ELMORE. "The only thing I can see if that it was foreman's choice."

B. F. HOGUE. "How about taking this case up tomorrow and having Cordes and Hindred and Moritz and see if we can get something done?"

WALTER PHILLIPS. "We have had a lot of trouble with the Cleaning Department and a lot of times we find things done in there that should not be done. I think it is about time it was stopped. The night foreman cleaned rods on the night shift."

Bailey said that Jack Hindred was running the tunnel Saturday.

B. F. HOGUE. "Is it the recommendation of the Drawing Room Committee that Bailey be put back to work and the proper man laid off?"

JOHN ELMORE. "Yes."

ROSS WHITE. "How long was he in the Testing Department?"

BAILEY. "I was in there from October 21, 1935 to January 1, 1936.

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Ross WHITE. "Why not let his seniority in the Testing Department run more than 90 days and let him go back?"

JOHN ELMORE. "Jack claims he is too light to push bakers. He has not seniority enough to push bakers anyhow. He is all right for the work available."

B. F. HOGUE. "We will go ahead with the regular order of business."

Earl Lowman read the financial report of the I.S.W.A. as of November 1, 1937.

Motion by John Elmore, seconded by Moses Boyd, that the financial report be approved. Upon question the motion carried.

B. F. Hogue stated that the special committee to study eligibility had done some work and should be paid.

Motion by Mike Sigmund that the members of this committee be paid average pay for the time spent on this work. Seconded by Wm. Backes. Upon question the motion carried.

The Secretary-Treasurer read the following applications for membership in the I.S.W.A. R. Hill, H. Heren, and J. Riekena.

Motion by Fred Slusher, seconded by John Elmore, that the applications be approved and the applicants accepted into membership. Upon question the motion carried.

B. F. HOGUE. "The new series of dances which
4610 began Saturday night, had a very nice crowd. They will be continued all winter."

B. F. HOGUE. "In the conversation with the management the other day, the one thing we are most interested in now, is about prospects for business. Of course, the outlook is mainly a guess with them, but they brought up the thought that prices are posted for the next three months. There is no reason for customers to wait any longer. They figure on that opening up some business."

Tom Catterall asked about the status of representatives who are laid off.

B. F. Hogue explained that the alernate would serve in this man's place until he returned to work in his department.

Motion by Nelson Vance that men who are laid off have their dues suspended and that dues shall not be charged

them until they return to work. Seconded by Henry Mohn. Upon question the motion carried.

B. F. Hogue stated that this was taken care of in the ByLaws.

Nelson Vance explained how the work was being shared in the Wire Mill Yard Department.

Motion to adjourn by Harry James, seconded by Garnett Yocum.

Meeting adjourned.

(Signed) EARL LOWMAN,
Secretary-Treasurer.

Minutes of Meeting of the General Committee of the Independent Steel Workers Alliance, at the Alliance Hall Monday, December 6, 1937 at 3:30 P.M.

Bruce F. Hogue, President, conducted the meeting, assisted by Earl Lowman, Secretary-Treasurer and J. Mahannah, clerk.

After the president had called the meeting to order, the secretary called the roll, which showed the following members present: John Elmore, Herbert Moore, Mike Sigmund, Earl Lowman, Harry James, Paris Sidwell, Fred Slusher, Oran Byrne, Wm. McGowan, Dick Knieriem, Garnett Yocum, D. Mercer, George Oates, Marvin Merritt, Glen Hogue, Wm. Emmons, Paul Cantrall, Kearney Jones, Douglas Hogue, Edw. Taylor, T. Catterall, Nelson Vance, Klas Krus, Henry Mohn.

The Secretary-Treasurer read the minutes of the regular meeting of the General Committee on November 8, 1937. The minutes were approved as read.

Earl Lowman read the financial report of the Alliance as of December 1, 1937. He also read the following bills for approval of payment:

Office rent	$10.00
Telephone & office supplies	6.70
Dues deduction charge	9.00

Motion by Herbert Moore, seconded by Henry Mohn, that the bills be allowed and paid. Upon question the motion carried.

The clerk read the minutes of the Seniority Committee meeting with the Management in the Bailey case. He also read a letter from J. A. Moritz to B. F. Hogue on the Bloompot case.

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H. Moore. "The Committee never asked the Management to shut any jobs down. The Committee or
4611 the Alliance is not responsible for any jobs being shut down."

B. F. Hogue. "The management hates seniority and if they can draw up any plan to break down our seniority, they are going to try it."

Henry Mohn. "Do you think it is right for them to try to tear down our organization?"

B. F. Hogue. "No, I don't."

K. C. Jones. "I do think if they will go into Mr. Stuff's financial condition, they will find he is not so hard up."

Earl Lowman read the minutes of the Wage Committee meeting with the Management on November 26, 1937.

B. F. Hogue. "We have something we should consider. We have a lot of men laid off. About 300 men. Christmas time is coming. We haven't a lot of money in the treasury. Why wouldn't it be a good thing to ask the Goodfellow Club to share with us in preparing baskets for the men who are laid off?"

Earl Lowman. "Don't the Goodfellow Club take care of that?"

Dick Knieriem said that the Goodfellow Club sends out baskets.

Herbert Moore. "I think it would be nice for the I.S.W.A. to do something if only 50¢ each. That would cost about $150.00. Christmas is a little bit different than any other time."

B. F. Hogue. "How would it be to make a flat donation for that? We might bear in mind, when talking to other organizations, that we want all Alliance members who are laid off, to share in this."

B. F. Hogue. "Another thing, today I would like to ask permission to take any case that we have a reasonable chance to win, to the National Labor Relations Board. The last few weeks, the company has not been nearly as fair as they used to be. We are putting in all day on some of these cases. Some cases we win and some cases we lose. We have a Labor Board and now the time has come to spend the money necessary to take any cases we think we can win, in to the Labor Board. It is true that we are into this thing five months or maybe six. Nobody knows how long it will last. It may be just like the old pros-

perity: (Just around the corner) All we are doing now is defending ourselves. All we can try and do now is to hold our agreements and hold our seniority. We got one man put back in the Fabric Department, Charlie Shields, who was discharged and we got him back. We had another case in the Millwright Department where a man was intimidated and discharged by the foreman. We got an apology from the management on that. Pretty soon things will start up and the shoe will be on the other foot. I think any man can see what would have happened if he had not had an organization here. We have resisted very stubbornly."

PARIS SIDWELL. "I don't think the National Labor Board is in order. I think all we need to do is to pluck a few feathers off of John Moritz."

B. F. HOGUE. "It is not a case of that, entirely. You get to the place where the management says 'No.' and we say 'Yes'. There is nothing to do but to strike or else take it to the Board."

FRED SLUSHER. "Could you tell us more about what you have in mind?"

B. F. HOGUE. "We have no case in mind. I think we should have authority to go to the Board in any case that we think is right."

K. C. JONES. "I would like to say a word on the donation. How would it be to make a flat donation with the Goodfellow Club to furnish baskets for all that are laid off? It would make it a lot simpler."

B. F. HOGUE. "Does the Goodfellow Club contribute to everybody who is laid off?"

K. C. JONES. "Just to those who are needy. I think everybody who is laid off should be treated the same."

B. F. HOGUE. "That was my thought, too."

HERBERT MOORE. "I move that you call in your previous auditing committee and have them get in touch with the Goodfellow Club and the Girls' Club and give them authority to proceed in this matter."

4612 Seconded by K. C. Jones.

After discussions, the motion was changed to read that each case to be handled the same. Upon question the motion carried.

PAUL CANTRALL. "There might be 500 more men laid off by that time."

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B. F. Hogue. "If 500 more men are laid off by that time, we have some money from a dance which we held to buy a mimeograph machine. I held off asking for permission to buy it because I saw this thing coming up."

Mike Sigmund asked if we could limit the donation to men laid off before December 15th.

After discussion, Mike Sigmund moved that the donation be limited to all employees laid off prior to December 15, 1937.

Wm. Emmons. "It should be in there that this money is to be used for Keystone employees only. The Goodfellow Club does not limit themselves to Keystone employees."

Dick Knieriem. "You will run into that the first thing."

B. F. Hogue. "How do you think it should be handled?"

D. Knieriem. "I think the Goodfellow Club will take care of it."

B. F. Hogue. "Let us leave it just as it is and leave it up to the committee."

Motion of Mike Sigmund was seconded by Henry Mohn. Upon question the motion carried.

Curt Strubhar gave an account of the happenings at the Fence Department meeting at which there were some blows struck. He charged that Wm. Backes, Department Chairman and Chairman of the Seniority Committee, had made threats that he would use his position on the seniority committee to force the men into a division of work. He also stated that if the General Committee wanted to throw him out of the I.S.W.A. because of his part in this trouble, it would be all right, that the Committee could do whatever they pleased.

Henry Mohn. "I think we should impose a fine on the man who hit you, instead of throwing you out."

B. F. Hogue. "I got a letter from Wm. Backes the other day. I forgot to bring it down today. He claimed you were to blame and the trouble was between you and Powley and dated from some time back. He claimed you had taken a sample of fence which Powley had made, to the Foreman."

Strubhar explained this incident.

B. F. Hogue. "Will Kearney Jones tell us what happened?"

K. C. JONES. "It is very unfortunate that this thing came up. It has wrecked the morale of the men in our department. We have no cooperation whatever. I think it should be a lesson to all of the members in the future. Of course, it is true that it has been three men in one, in our department. I was elected when the I.S.W.A. was started and I believe that the agreement that Backes brought down was the only time he has ever consulted me at any time."

B. F. HOGUE. "Did he tell you he could handle it if you did not sign the petition, because he is chairman of the Seniority Committee?"

K. C. JONES. "Yes, he did that. Of course, that was putting on the pressure and he also stated that if it went through and the old men brought up trouble, that he could look up some old seniority records and that some men had more seniority than they were entitled to and he would see that they were straightened out. He also said that if anybody knew of anybody who had quit at any time in the past, to notify him. I think that it is working up a hardship on all of us and I don't think it should be messed with at all."

B. F. HOGUE. "That is the first time any charge has been made that a committeeman would use his office to steam roller anything."

MIKE SIGMUND. "Even if he is on the committee, he has only one vote."

4613 B. F. HOGUE. "If confidence is ever lost in our committees, we would be lost. I don't think Bill meant that in the way it was said, but it is not right and I think the General Committee should censure him for it."

K. C. JONES. "We touched off the fireworks in the meeting when he got up and exposed Curt Strubhar. He said he was representing the whole group and Curt was only representing the old men. I am of the new or younger group myself. He should not have criticized Curt. Of course, Ross got up and said that all of the men who voted against the resolution were pricks. I also understand that Curt did not call him a son of a ----- until he was hit."

MIKE SIGMUND. "I make a motion that the Rules Committee meet with Wm. Backes and the whole Fence Department Committee and hold a hearing on the case."

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Seconded by Fred Slusher. Upon question the motion carried. The men who are to attend the meeting are the Fence Shop committee, the Rules Committee and the officers of the I.S.W.A. The Rules Committee will report their findings to the General Committee at the next regular meeting.

T. CATTERALL. "I would like to make a motion that the chairman of the seniority committee be suspended until the hearing is passed on."

After discussion, it was decided to let this matter lay until after the hearing.

WM. EMMONS. "I got an unfavorable decision from the seniority committee. I want to know what will be my next step?"

B. F. Hogue explained how he should present his case to the General Committee.

HERBERT MOORE. "I would like to ask permission to take a vote in the Drawing Department for a shutdown. We don't seem to have much business in the Drawing Room. We have a lot of things that are not being done right. We have a lot of men laid off and a lot of men dissatisfied. I would like permission to take a vote on having Drawing Room to discontinue until business picks up."

B. F. HOGUE. "That would put us in wrong because if they have an order there, they would get it out. We can strike, but we can't compel them to shut down."

H. MOORE. "Everytime you go to them they have no business. I think it would be well to shut down until they get some business."

WM. EMMONS. "Do you mean the whole plant?"

H. MOORE. "No, just the drawing room."

D. MERCER. "That would shut the whole plant down, wouldn't it?"

H. MOORE. "That would be up to them. Cordes told us he wouldn't schedule the men for their three or four days and let them lay off. It is also their story that they don't need the wire and I think we should cooperate with them and let them shut down."

B. F. HOGUE. "I haven't been a bit pleased myself, with the way things are going."

WM EMMONS. "I don't want to criticize you or your committee. You are not letting them send the wrong men home are you?"

H. Moore. "No."

B. F. Hogue. "The thing to do, if we are not satisfied, is to take and strike, so that people will know what is wrong. We have a right to strike if conditions are unfair and unreasonable."

John Elmore. "I don't think we should strike, right now. But I would like to see some of the things ironed out in the drawing room. One thing is laying a man off and having a foreman do his job."

Wm. Emmons. "I am in favor of the motion Bruce brought up. Let the National Labor Relations Board investigate some of these cases."

B. F. Hogue. "My thought is just this. Take any Committee. If the seniority committee had a case they
4614 could not solve and thought it was fair, take it up with the Board. That is the only way you can do. These cases must come up to the committees anyway. Do you men want to handle these cases through the National Labor Relations Board? Do you want to defray the cost of it?"

H. Moore. "I make a motion that any committeeman who is stuck, turn his case over to the Rules Committee. Make the Rules Committee the body to decide whether any case goes to the N.L.R.B. or not."

Seconded by Moses Boyd.

After discussion, it was found that this motion would be a violation of the Constitution. It was decided to handle the cases according to the provisions of the Constitution.

Paris Sidwell asked what would happen if work got so low that the old men couldn't get 32 hours. B. F. Hogue said that they should try to get the older men at least 32 hours.

Motion to adjourn by John Elmore, seconded by Harry James.

Meeting adjourned.

(Signed) Earl Lowman,
Secretary-Treasurer.

Minutes of Regular Meeting of the General Committee of the Independent Steel Workers Alliance, at the Alliance Hall Monday, January 3, 1938 at 3:30 P.M.

Bruce F. Hogue, President, called the meeting to order.

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Earl Lowman, Secretary-Treasurer, called the roll, which showed the following members present: John Elmore, Earl Lowman, Oran Byrne, Vernon Auld, N. W. Tindell, Fred Schreiber, Wm. Backes, Ed. Taylor, Nelson Vance, Henry Mohn, Walter Phillips, Harry James, Wm. McGowan, D. Mercer, Moses Boyd, Ross White, Kearney Jones, J. Johnson, Ray Sommer, B. F. Hogue, Herbert Moore, Fred Slusher, Garnett Yocum, George Oates, Frank Getz, Paul Cantrall, Douglas Hogue, T. Catterall, M. Tester.

The Secretary-Treasurer read the minutes of the last regular meeting of the General Committee, on December 6, 1937. The minutes were approved as read.

B. F. Hogue. "We have a whole lot of business here today. We have almost enough for two meetings. We *have* have to call another meeting this week if we don't get through today."

The clerk read the minutes of the meeting of the Rules Committee in regard to the charges made against Wm. Backes by Curt Strubhar.

B. F. Hogue. "We have heard the minutes of that meeting. A lot of dirty linen was washed. Personally, I think a lot of good has come out of it. I think the committee is capable to go ahead and take care of any questions that come up in the Fence Department. The only thing is the question of a report. What is your pleasure on a report?"

Paul Cantrall. "I make a motion that the whole business be stricken from the records, all together. I don't think it is necessary to have it on the record. I think it was brought out in that meeting that this incident did not cause all of the trouble in that department. In a way, some good did come out of it, Strubhar resigned."

The motion of Paul Cantrall was seconded by Wm. McGowan. Upon question the motion carried.

Kearney Jones. "I would like to make a motion that a personal letter with the best wishes of the whole
4615 Committee, be sent to Curt Strubhar, to show him we don't think he is what he thought he was, anyhow, to be sent to Curt."

Motion seconded by N. W. Tindell. Upon question the motion carried.

B. F. Hogue. "I think the most important thing to take up now, will be our distribution of time. In the resolution adopted as a path, and it was only a path for committees to work along, in October, we adopted except for certain departments which always had split and apparently always intend to split, that a 32 hour week be adopted. Along these lines, it was carried, up until the time of the shut down. A lot of men are out of work. In the near future, a considerable number of these men are still going to be off. We are only running about 25% of capacity at the Wire Mill. They do think the Nail Mill will get started by the middle of the month. The Management has supported the 32 hour minimum and many times we have wondered why, because the Alliance has never compelled a department who wanted to split, to do so. But the thing is now, we are faced with just this: We have men on 24 hours per week and even then we are not able to handle men of many years of seniority. The question is what we want to do as a matter of policy, for a period of time and have some denfinite period of time. Do you want the Management to hold to the 32 hour week? Of course, we have so many men off now, that it is a question whether 32 hours would carry on a vote. The company may support a 24 hour week. I am not going to recommend that. I want it to come from the committee. Except in some departments, the company won't do anything else but split. The contention of the company is that they are going to fight just as hard to see that the old men get 24 hours as they did to see that they didn't get 32 hours before. That is not official. Probably the business-like thing to do here, would be to instruct the Wage Committee to meet with the Management and try to arrive at a satisfactory minimum work week and a maximum work week. No doubt, by now, we have had enough experience to know what is sensible. We have seen the boom times of the past few years and now we are experiencing a complete shut down. Probably the thing to do, to keep this problem from coming up all the time, is to get the Management to concur in it and have a permanent plan. I think whatever is

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attempted should be as a basis for negotiations with the company, to arrive at a policy for a minimum and a maximum work week. At the last meeting of the General Committee, the Shipping Department felt that the proposition brought up some months ago by some committee should be reopened. That was on the average 40 hour week instead of the hard and fast 40 hour week. That is up to the General Committee. If you care to consider something like that, now is the time to do it."

KEARNEY JONES. "You mean to discard the hard and fast 40 hour week and over a certain period, that you could make up lost time?"

B. F. HOGUE. "Yes."

K. JONES. "In departments like our, where we split time, would that have to be up to the General Committee?"

B. F. HOGUE. "Any department who would split time without permission of the I.S.W.A. would be committing an act against the Alliance."

K. JONES. "We are working on short time now, and probably will until spring. If we don't have a chance to make up this lost time it will work quite a hardship on us."

N. W. TINDELL. "I move that we insrtuct our Wage Committee to contact the Management and try to get an agreement for a minimum of 24 hours per week and a maximum of 48 hours, except for those who work less than 40 hours. Make it so that any one who has worked an average of 40 hours would not be allowed to work over 40 hours."

B. F. HOGUE. "If that motion is passed a man would be allowed to make up time."

ROSS WHITE. "I think that would be taking a big step backwards, bigger than we have ever taken. If they want to work 48 hours per week let them hire more men."

H. MOORE. "I would like to disagree with the chairman of the Wage Committee. I think it would be the worst thing the I.S.W.A. has done if they insisted on the time and one-half. I think that hurt us, and hurt bad. In the first place, I don't think Dan Sommer has ever denied that he issued orders to the foremen to not pay time and a half unless it was something very im-

4616 portant. Here is what happened: They had to go out and hire men to take our places as soon as we had our 40 hours. They got them in here, and you know what we went through with. Every department committee had a hell of a lot of grief. It is not a pleasant job to lay men off. I don't think that we ever should work a 48 hour week. It should be a 40 hour week and never over eight hours per day, without time and one-half. I do think the 40 hour average will benefit us in two ways. It will benefit the members who can make up time and it will benefit the I.S.W.A. in general, who will not see so many members laid off."

Ross White. "I can't see that. I can't see any use arguing and raising hell for four years for something and then turning it down."

B. F. Hogue. "The idea is that it will take fewer men to draw the same amount of wire."

Ross White. "I don't think we want fewer men. We want all the men we can, to be working."

H. Moore. "That is right. We want all the men working, we can."

Ross White. "Another thing, you get a man started on a job and then kick him out. We got the time and a half and now you want to throw it away."

Tom Catterall. "Is anybody getting it?"

Ross White. "I don't want it."

B. F. Hogue. "Regardless of what the Committee does, it don't simplify the problem of time and a half. It is a question of the greatest good to the greatest number. We are faced with changing our minimum work week. The question is, in order to make up what we are losing, are we justified in asking for a minimum of 40 hours per week? There should never be a time when any change is made which would deprive men of getting time and a half for anything over eight hours per day and 40 hours per week on the average. It is a proposition of changing the rule to an average of 40 hours instead of a hard and fast maximum of 40 hours."

Tom Catterall. "On a motion, the 48 hour week. I think if we adopt an average of 40 hours it would help our members a lot. A lot of men didn't agree with the 32 hours because they knew they could never make up time.

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I think we would keep more members working on shorter periods because they would have a chance to make up lost time. I think the Shipping Department is the hardest hit of any department at Keystone. We always have had our business in rushes. The men have always been willing to share the time. If we never have a chance to make it up, it will be very bad. Our work is different than production work. I know all of the Shipping Department is in favor of an average of 40 hours."

After discussion:

T. CATTERALL. "I think the motion should be rearranged a little bit to include the eight hour time and a half provision and things like that."

B. F. HOGUE. "Why not make it for the Wage Committee to get the best possible agreement they can get and refer it back to the General Committee for approval or rejection at a meeting later in the week?"

Ross WHITE. "Are you going to take a vote on that? Before you do that, I think you should give it a little thought. I think everybody in the house would vote and work 48 hours. If it passed and things picked up, it would be the first of April before the rest of the men get back to work."

B. F. HOGUE. "How are we going to protect the old men who have had time knocked off of their work week?"

Ross WHITE. "Do you think the old men are better than the young men?"

B. F. HOGUE. "Yes, they are. They are entitled to the fruits of their continuous service. I want everybody to know that."

B. F. HOGUE. "Suppose we forget about the time and a half. If the Committee does permit a minimum of 24 hours per week, see that these old men have some com-
4617 pensation for what they are giving up. I think the time and a half rule can be left as it is. The only thing to do is to adopt the minimum and the maximum week."

H. MOORE. "I think we are going along here with the idea that the Alliance can't make a mistake. If you remember the time and a half was drawn up when we were pretty busy. I am strong for the time and a half but I believe the fellows should consider this too. They won't

be loading up the plant with a lot of superfluous men. I we strike out the time and a half we will be doing a goo thing. I think we really just overstepped ourselves a littl bit there. I think we can fix up something that will sav the best features of the time and a half, such as the eigh hour day provision."

B. F. Hogue. "Another thing, I don't think any ma should be demoted because of giving any man a chance t make up time."

N. W. Tindell. "We will benefit again by it if thing get back to normal times."

Fred Slusher. "I think the time and a half was a ste forward and if we give it up we are going backwards Since the company granted it, I think we should stick t it. We will never get it back if we lose it now. If the ever want the stuff bad enough, they will pay time and half for it."

Paul Cantrall. "There is a lot of talk about time an a half, but what have the railroads done? The railroad work six days per week, and over that, they pay over time. Here we are fussing because we can't get time an a half for over 40 hours. I am not a man to say 'I tol you so', but I think most of you remember that I voted for an average 40 hour week before. Ross spoke a whil ago about maybe it won't be long before we get to running right. We were running for some time above normal The man who has been here for the last two or three year has lessened the seniority of all of us. That is my notion of it and I do believe that the senior man is entitled to a 40 hour average."

B. F. Hogue. "The night you adopted the resolution of 32 hours minimum when I went through the Galvanizing Department that night, I had half a dozen men come to me and want to drop out of the union because they thought the old men should not have to split. Out in the Drawing Room a bunch of younger men jumped on me because they thought the split should be down to 24 hours."

Fred Slusher. "Even if you voted for 48 hours you would not get any more time than you are getting now. You might lose enough time in the next six months that you could not make it back in the next six years. I think it would be a good time to talk it over when you get back some where near normal."

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B. F. Hogue. "I think it is the duty of every committeeman to vote the way the men want him to vote."

F. Slusher. "The men in my department, unless they have changed their minds in the last few days, are in favor of time and a half."

B. F. Hogue. "I meant that in a general way."

H. Moore. "I can speak for our department. We have fellows 17 years on the same job. They figure it isn't right for them to lay off and divide work with men who are two years old. I told them we voted to have a three day week and the oldest men would have the preference. What they would like to see is a 48 hour average."

B. F. Hogue. "Now for a vote on the motion to refer it to the Wage Committee for negotiation with the company."

The vote was taken upon the motion of N. W. Tindell and resulted in the following: Those in favor of the motion were instructed to stand and be counted. 15 men voted in favor of the motion and eight against. Accordingly, the motion carried.

B. F. Hogue read the application of membership of Joe Haacke of the Fabric Department.

Motion by Ed Taylor, seconded by Fred Slusher, that he be admitted to membership. Upon question the motion carried.

Earl Lowman read the report of the auditing committee.

H. Mohn asked about the distribution of 4618 Christmas baskets to the unemployed.

B. F. Hogue explained that 1300 men were laid off the next day after we had decided to donate the baskets, which made it impossible to go further with this plan.

Earl Lowman read the following bills for approval:

Wages for auditors at $3.50 each	$10.50
Office supplies & telephone	6.50
Labor deducting dues	9.00

Motion by Henry Mohn, seconded by Harry James, that the bills be received and placed on file. Upon question the motion carried.

B. F. Hogue mentioned that Mr. Heitzman, from whom we are renting the meeting hall, is moving and that the Alliance will have to rent from the owner of the building or move out. He stated that Mr. Heitzman owned 75 chairs, several benches and a heating stove and a piano, which

are in the hall and which we have been using. He also stated that Mr. Heitzman wished to dispose of these several items and would sell them for a sum of $75.00, everything included.

After considerable discussion, Henry Mohn moved that the purchase of this equipment be tabled until the next meeting until we see if we can rent the hall.

B. F. Hogue. "We only have eleven more days. Suppose we don't get this settled by that time?"

Wm. McGowan. "I move that we leave it up to the officers of the I.S.W.A. and let them suit themselves as to whether we buy this equipment or not."

B. F. Hogue. "My thought is to find out if we want it or not."

K. C. Jones. "I move that we buy it if we get the hall." Seconded by Moses Boyd.

Henry Mohn and Kearney Jones withdrew their motions. A vote was taken upon the motion of Wm. McGowan. Upon question the motion carried.

The clerk read the note from the Dance Committee, requesting pay for their work.

B. F. Hogue explained that the band had incurred a debt of thirty dollars, without permission or authority from the Alliance, and Ben Brinks asked him if the I.S.W.A. would not help them out on it.

B. F. Hogue. "At the time of the starting of these dances, we thought 10% of the net proceeds would be sufficient pay for the Committee. However, as that would only be $1.40 to each, it should be increased."

H. Moore. "Do you think five dollars apiece would be out of line?"

B. F. Hogue. "Ben Brinks was also a member of this committee, although we wasn't here part of the time."

H. Moore. "Why not give them 75¢ apiece for each time they attended?"

H. Mohn moved that the dance committee be paid $1.00 each for each dance they attended. Seconded by George Oates. Upon question the motion carried.

H. Moore asked if it would be possible to work out some way to collect fines through the checkoff. He explained that the drawing department had voted a penalty upon members

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who ran too many jobs, and they had no way to enforce the penalty.

B. F. Hogue stated that it might be possible to work out something along those lines.

Meeting adjourned.

(Signed) EARL LOWMAN,
Secretary-Treasurer.

4619 Minutes of Special Meeting of the General Committee of the Independent Steel Workers Alliance, at the Alliance Hall, Thursday, February 3, 1938, at 3:30 P.M.

Bruce F. Hogue, President, called the meeting to order.

Earl Lowman, Secretary-Treasurer, called the roll, which showed the following members present: John Elmore, Earl Lowman, Paris Sidwell, Ed Pagen, Roemer Chaney, Dick Knieriem, Garnett Yocum, George Oates, Moses Boyd, Glen Hogue, Alfred Guppy, John Haller, Chas. Ball, Earl Ganson, M. Tester, Aaron Drake, Walter Phillips, Harry James, Fred Slusher, Wm. McGowan, Fred Liesch, Florence Ayling, Vernon Auld, Clemont Cobb, F. C. Getz, Fred Halstead, Ross White, Wm. Emmons, Wm. Backes, Ed Taylor, V. Watts, Luther Hayes, Herbert Moore, James Hudson, Oran Byrne, O. Blase, Harry Greene, Harty Maheney, D. Mercer, N. W. Tindell, James Hamilton, Fred Schreiber, Arthur Chamberlain, Paul Cantrall, Douglas Hogue, Nelson Vance, Klas Krus, Henry Mohn.

B. F. HOGUE. "At the last regular meeting of the General Committee they instructed the Wage Committee to meet with the management and effect a new agreement containing a minimum of 24 hours per week and a maximum average of 40 hours per week. That has been done. I think if we all listen, and the clerk reads what the Wage Committee has done with the management, in a series of meetings during the last month, we will get done sooner. They have spent a lot of time on it and it is finished as far as the Wage Committee is concerned, except that one of the Wage Committee asked to have Section 13 stricken out."

The clerk read the agreement.

B. F. HOGUE. "You have heard the reading of the agreement and it is now open for discussion."

HERBERT MOORE. "I move that the proposition be accepted as read."

Seconded by Nelson Vance.

C. BALL. "I would like you to pay special attention to Number 13. I don't think that gives the men a break there in case of sickness. I think we should be able to make up time lost by sickness."

H. MOORE. "As I understand it from the discussion we had, a man who is off sick gets paid for being sick, if he has KRA. Another man who is back on his hours because of no work, has no pay at all. He is allowed to make up his time first. The man who was sick got paid."

C. BALL. "The man who has KRA is paying for his insurance."

H. MOORE. "It is really immaterial to me. In our department it is different that in some others. If a man is off in there, they just shut the job down. Supposing a man wants to go hunting or fishing he would lay off today and work *work* a hardship on his buddies on the same machine. We had a lot of that during the N.R.A. I just want to cover that condition."

C. BALL. "That part is true enough, but something like this you can't help and in framing a blanket proposal like this, you are hurting some departments and helping others. In your department, it would cut you down."

H. MOORE. "How about putting in there, if you are Okayed by the KRA, or something like that?"

C. BALL. "I don't think the KRA should have anything to do with it. If your buddy don't how up and you have to stay over, you will get time and a half for it."

H. MOORE. "We wouldn't like, or have to stay over. We relieve at 2:15 on account of the trucker. The agre-ment is at the Drawing Room, if your buddy don't how up, you stay until 3 o'clock and then you go home."

4620 C. BALL. "I would be willing to give half an hour to my buddy if he was sick."

H. MOORE. "That is true, if he was really sick."

B. F. HOGUE. "Here is the point in that discussion. We could have a member who don't belong to the KRA and in that case he would not get anything."

FRED LIESCH. "If Charlie Ball cares to make a motion, I will second it."

B. F. HOGUE. "It should be an amendment of the motion of Herbert Moore, saying that number 13 should be stricken out."

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H. Moore. "I wouldn't put up any argument if it will hurt the other departments. As I represent the Drawing Room, naturally, I must tell the effect of it on my department. If it is right to take it out, I will alter my motion. If paragraph No. 13 is hurting other departments, it makes no difference to me if it is taken out. I will say this, that my only duty is to the Drawing Room and that Paragraph No. 13 is for the protection of the men in my department. I will withdraw my motion of somebody wants to make a motion."

B. F. Hogue. "Let us have more discussion."

N. W. Tindell. "It says here 'at the discretion of the foreman'. Why not include the Committee in that too?"

H. Moore. "If you make it too complicated it will not work. I wonder if a man if off, suppose we have two men off. One has been sick and is drawing KRA and the other has been off because there was no work. Who should make up his time first? The man who got some compensation or the man who didn't get any?"

B. F. Hogue. "Is there any further discussion on No. 13?"

George Oates. "I don't see anything about a department having to come to work four days to get 24 hours work."

H. Moore. "That should come up. We have taken care of it in there some place."

John Elmore. "I think No. 12 takes care of that."

B. F. Hogue. "Have you any sort of a working agreement in your department, at all?"

George Oates. "Not yet."

B. F. Hogue read sections 10 and 2.

B. F. Hogue. "That means that if a man is beat out of any time that the time will be made up but it does not govern the coming out four days to get three days pay. That is probably something affecting only your department. It is a departmental problem."

Garnett Yocum. "I thought, at one time, that the KRA made an agreement that they would stay out of I.S.W.A. affairs and we agreed to stay out of their affairs. Why should they argue that today?"

B. F. Hogue. "There is no argument on that today, that I can see."

WM. EMMONS. "On section 8. Any member working more than eight hours per day or six days per week. We have been working five days for about three years and have taken a lot of younger men to make out our schedule."

B. F. HOGUE. "No, that is covered in Section 10."

WM. EMMONS. "What is the normal working force? We have never been able to get them to set it."

B. F. HOGUE. "That is something that will have to be done. Nat Tindell called attention to Section 8."

N. W. TINDELL. "Does that mean that we may be working 20 hours per week for a few days and then work 40 hours in one week and then they could hire a lot of men?"

4621 B. F. HOGUE. "That was put in for this reason. Suppose that they have an order that they have to fill by a certain date and they couldn't get the order out. I think you will find it in Section 6."

B. F. Hogue read section 6.

B. F. HOGUE. "I don't know any reason why No. 5 couldn't be stricken out."

N. W. TINDELL. "Unless we could make it so they won't lose an order."

B. F. HOGUE. "You must be careful how you change these things. If you give them a chance, they will cheat on us."

N. W. TINDELL. "I would like to make an amendment to the original motion that Section 5 be stricken out."

B. F. HOGUE. "We have an amendment to the original motion that Section #5 be stricken out. Here is the thing we will be up against. We will be faced with a bonafide case and be faced with the loss of an order."

HERBERT MOORE. "The whole thing is immaterial to me, but I would like to bring this thought up. The Wage Committee was instructed to set in with the company and attempt to work out a workable agreement on the 40 hour average. Following a series of meetings, something like four meetings, we have worked this thing out. There has never been any hard feelings on either side. Through negotiations, this thing was worked out. Now if it is accepted as read, it can go into force at once. If it is turned down, any certain section, it will mean that it will

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have to go back in negotiation again, worked out and returned for your approval."

B. F. Hogue. "The Executive Board of the company would have to do it, too. Dan Sommer couldn't do it. Then would follow, approval or disapproval by this body."

Herbert Moore. "Let us be careful in revising it. Let's not just object to something that we are not sure might hurt us. Let us be sure. It is immaterial to me. I just want to bring that thought before you."

N. W. Tindell. "I will withdraw that motion. I would like to have the Wage Committee go in to the company and have them explain this section a little bit more in detail. Maybe we don't understand it."

B. F. Hogue. "How would it be to have this section interpreted by the company in writing, without touching the agreement?"

Paul Cantrall. "I will make a motion that No. 13 be stricken out. Could that be done?"

B. F. Hogue. "That is one of the things the company might fight because they claimed they would have no control at all."

B. F. Hogue. "We have a motion by Charlie Ball. Is there a second?"

H. Moore. "I don't care if that No. 13 is stricken, but I would like to ask what is going in, in its place? I don't see anything wrong with it. My department wants to make up this lost time that was lost."

H. Moore asked if there was a second on the motion.

H. Moore. "It says there, 'at the discretion of the foreman'. I thought it might appease Charlie Ball if the Committee had a right to sit in."

B. F. Hogue. "We will recess our ten minutes to talk the situation over."

After ten minutes had elapsed, the Chairman called the meeting to order.

B. F. Hogue. "We have had some time to talk it over. Now what is your pleasure?"

Motion by Harry James, seconded by Nelson Vance, that the agreement be accepted as read. Upon question the motion carried, by standing vote.

B. F. Hogue. "Now, we have another case."

4622 The clerk read a letter from Supt. J. A. Moritz, in regard to pay for men during the recent breakdown.

H. Mohn. "That happened in our department. Some of the men were under the impression that they would get two hours. I told them they wouldn't get it because it was not the fault of the company."

B. F. Hogue. "The two hour payments only apply when the men are called out from home on the fault of the foreman."

John Elmore. "We had that agreement that we could be paid two hours and then we went to the agreement that we would be paid 50¢. I think we should be paid 58½¢ per hour for an hour or a part of an hour. The 50¢ is not fair. The 50¢ is all right when it is not their fault but we should go home immediately."

B. F. Hogue. "That idea seems good but here is another thing."

H. Moore. "I think the way that letter is written, that the company wants to pay if they hold you over an hour. I think we should accept that. It puts us right on a par with the Cost Department. They get paid for not working, too."

Motion by Henry Mohn, seconded by Ed. Taylor, that the proposition submitted by John Moritz be adopted as read. Upon question the motion carried.

The clerk read a letter from the Management about a new vacation plan.

B. F. Hogue. "That may read very nice, but the object is to pay each man on the basis of his earnings and not on his hourly rate. Then if you are off six months, you will only get one-half as much as you would have gotten if you worked steady. If you made thirty dollars per week and work slacked off and you were laid off six months, you would have a check for fifteen dollars instead of thirty. That is just what that means. I don't know what it would mean to the average man. If he worked steady he would be all right. But, certainly he would not work steady in the last year. It means the company will have a considerable amount of money lopped off this year. I think the Wage Committee should be sent back to see what can be done towards using the old system of figuring vacations. What is your pleasure?"

D. Mercer. "There is another way to look at that. It will give a break to some of the men under five years,

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who have not been getting any vacation. As far as the company is concerned, it will cost them more but it will be spread over more men."

B. F. Hogue. "We never want to go back. We want to go ahead. We have men who have been here five years and ten years and we want to bring up the younger men."

Wm. Emmons. "The one day vacation will not help anybody. While I will get my first two weeks this year and will get one-half pay to spend it on. Even if we go to work now, we will not get very much vacation money."

D. Mercer. "I am not in favor of taking the cut on vacations but I think the younger men should get something, too."

B. F. Hogue. "Naturally, the higher rate of pay in effect now will boost vacation rates. Of course, the other thing the Management said is that they have a lot of fellows who will be off six months and they don't think they should pay them full time. That is the attitude of the Management. At the last meeting of the Wage Committee and the Management, it was taken up."

H. Moore. "I have no desire, and I don't think anybody with good judgment has any desire, to hinder this company in their prosperity. Because, if this company don't prosper, our wages and everything else will suffer. Our first duty is to make this company prosper but there is no use in kidding yourself. Our first duty is to see that this company prospers. Because the more they prosper, the more chance we have to keep our wage scale above the average in the industry. The Keystone has, for five years, shown a profit of over a million dollars. The facts are that the officers of the company have been able to buy and build very nice homes. Anybody who works at the Wire Mill has been able to see a new Packard or a 4623 new Buick parked at the gate. I don't criticize them for having them. But the fact is that in the past five years, they have been able to afford these things and a very nice trip for Charlie LaPorte, with all expenses paid, no doubt, and a $100,000 home for W. H. Sommer and a couple of Packards as well, and no doubt they will attempt to chisel a few thousands out of our vacations, which is entirely out of order. If we are mice, we will accept it, but if we are men, we will not accept it. The

Nail Room man said the young men would be benefitted, but I doubt if they will be benefitted. They will tell you they have a vacation coming, but they will not tell you that *will* will have to stay home at a reduction. As soon as he has five or ten years in, he will get his average pay. If we benefit him now, he don't know if he will benefit or not. If you stay home for half pay, do you benefit? As soon as he qualifies for the five or ten years, he will get his average pay. If we should accept this today, will we not have a hell of a fine chance of ever getting it back! Just try it. In the future years, you will accept a reduction in order to take a vacation. If we are benefitting anybody, I can't see how it is and we are giving them a reduction in salary to take that vacation. Because as soon as they get five years in, they will get their full time. If we can't get this vacation for the men at their regular earnings, we had better give up and hold what we have. I really think we should insist that the company pay the hourly earnings and hold to what we have. Several years ago, Dan Sommer insisted that 40 hours was the basis for vacations and could not be changed. At that time we were working 48 hours. Because I thought the 32 hour week was coming, I asked him why they didn't pay 48 hours and he insisted that the vacation was set at 40 hours as a basis and would stand that way when we were working 48 hours. When we were working 48 hours, it stood at 40 hours. Why reduce it now? I have a lot to say before it is paid. Before I will give in, I will do a lot of talking."

N. W. TINDELL. "I understood that this vacation plan of one year for one day had already been agreed on."

B. F. HOGUE. "It had. The only change was in difference in pay. That is the only thing we have to do is to get them to continue the old method of payment."

FRED SLUSHER. "Maybe you ought to clear up some of that stuff. That was agreed to several months ago."

B. F. HOGUE. "That was told us at that time. It was not official but they claimed they would support the one day per year. They agreed to it at the board meeting, but they went a step further and changed the method of payment."

F. SLUSHER. "He didn't ask for the one year and two

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year plan. We asked for something for the three year men. They added that of their own accord."

B. F. Hogue. "I would suggest that the Wage Committee go back and demand that the old policy be continued as to payment and the balance of the policy be approved as far as one day for one year men."

Paul Cantrall. "I make a motion that this be done." Seconded by Wm. McGowan. Upon question the motion carried.

B. F. Hogue. "We have a resignation from the Chairman of the Wage Committee, Ross White. He is also resigning from the Open Hearth Committee. I am sure sorry to see Ross drop from the Committees. He says some of the fellows have been riding him a bit and I know he has tried as hard as he could. But, if he has made up his mind, we will accept it. We will make Charlie Ball the Chairman of the Wage Committee. We will have an appointee from the Steel Mill to take Charlie's place. Fred Liesch, who served on the Rules Committee, at one time."

Motion by Herbert Moore, seconded by Fred Slusher, that the appointment of Fred Liesch be approved. Upon question the motion carried.

B. F. Hogue. "There will be the regular meeting of the General Committee next Monday afternoon. The Seniority Committee will meet next Wednesday."

H. Moore. "I would like to see something go through so that we can fine a member through the checkoff, who has not been living up to the rules and regulations."

4624 B. F. Hogue. "We will probably have to make some amendments to the By-Laws for that very thing. If you have a man who is doing wrong maybe he should be expelled."

Herbert Moore mentioned an infringement of the rules of the Drawing Room by a certain man in the Drawing Room.

H. Moore. "I think one Committee should be authorized to set a fine in cases like that. Some impartial Committee. There is no union who works without a fine."

B. F. Hogue. "That is all well and true, if you have a closed shop you can make a man pay a fine or lose his job. If you don't have a closed shop, you can't com-

pel a man to pay it. If the man is doing that, he should be expelled."

N. W. TINDELL. "We have put penalties on men before. We put 30 days penalty on seniority on men before, in cases like that."

B. F. HOGUE. "It might be a fine point of strategy to ask the seniority committee to set his seniority back. If business was good it could be stopped pretty quick."

M. MOORE. "I would like to make a motion that the proper Committee negotiate with the company to get a checkoff through the Okay of the proper Committee, probably through the Rules Committee."

B. F. HOGUE. "We will have a meeting Monday, in regard to the Bylaws."

H. MOORE. "We have a meeting Sunday and have a man to take care of. I will make a motion that the President be present at our meeting Sunday, to take care of that."

P. SIDWELL. "I think we should have something in there about these non-members. Perhaps we could take their seniority away from them. We have a man in our department who was dicharged. Is this the proper place for him to apply? I don't think our Committee can handle the case."

B. F. HOGUE. "Have you tried? Have you met the Management? You should take the case up with your foreman and if you can't get any place, the proper Committee will handle it."

JOHN ELMORE. "We are on that three day working schedule and the boys have to come back for their checks. I wonder if we couldn't get paid when our three days are up? They do that at the Steel Plant and I don't see why we aren't just as human as they are."

DICK KNIERIEM. "The only way you can get paid that way is to skip two days on your pay. There is piece work at the Wire Mill that you don't have at the Steel Plant. Did you ever stop to think how long it takes to figure the social security and other deductions? It can be done if you want to stop your pay on Friday."

JOHN ELMORE. "You win."

Meeting adjourned.

(Signed) EARL LOWMAN,
Secretary-Treasurer.

Minutes of Regular Meeting of the General Committee of the Independent Steel Workers Alliance at the Alliance Hall, Monday, February 7, 1938 at 3:30 P.M.

Bruce F. Hogue, President, called the meeting to order. Earl Lowman, Secretary-Treasurer, called the roll, which showed the following members present: John Elmore, Earl Lowman, Fred Slusher, Dick Knieriem, Herbert Moore, Harry James, Wm. McGowan, George Oates, Mike Sigmund, Paris Sidwell, Fred Liesch, Ray
4625 McAvoy, Clemont Cobb, Paul Cantrall, Wm. Ewers, Nelson Vance, Moses Boyd, Charlie Ball, Ed Taylor, Klas Krus, Glen Hogue, Algie Bitner, J. Johnson, Henry Mohn, C. Vollmer, Wm. Backes, T. Catterall.

Earl Lowman read the minutes of the last regular meeting of the General Committee on January 3, 1938. The minutes were approved as read.

B. F. Hogue. "Friday afternoon, on the day following the meeting of the General Committee, and yesterday afternoon, the clerk attended the Drawing Room meeting and so we could not read those minutes today. What happened was that the Wage Committee followed their instructions from the General Committee, and met with the Management four times last month and made up the best agreement possible to get, in line with the instructions of the General Committee. That was submitted to the General Committee last Thursday. It was approved as read, except for one interpretation. The Wage Committee met with the Management the next day and got that interpretation ironed out. Now the new agreement is in effect. The Wage Committee was notified by the Management that it was Management policy and it is law as far as Keystone is concerned. One of the members of the Wage Committee asked the company what would happen if a department took a vote and decided not to abide by the provisions of the agreement. They stated that the agreement was now company policy and they would take it whether they liked it or not. There has been so much business to do that the interpretations have not been made up yet and foreman have not received copies of the agreement. They will be posted in each department. Everybody should read them and study them when they are posted. Legally, whether they con-

sider themselves young or old men, there is a certain amount of protection for everybody. The old men didn't get as much as they felt they were entitled to and the new men the same. But, there is protection for all of the normal force at Keystone. After all, there is nothing to be gained by having an abnormal force or a subnormal force. Other organizations protect their men. You couldn't get into the Plumbers' union in Peoria to save your life. It is just not in the cards to pay men whom they don't need. At the Steel plant, they have shared time for a long time and to their credit, they has been little complaint. Now, at the Wire Mill, it is the same thing. We have a controversy at the Open Hearth on the furnace repair work. There has been a whole lot of unhappiness about it. I don't know if any of the Open Hearth Committeemen are here today or not. I sent Lyn Bristol a copy of the agreement which I thought would take care of the trouble, and I don't know if anything has been done or not."

Otto Vollmer said he didn't know anything about it.

B. F. HOGUE. "What is your opinion of it. Do you think the Open Hearth men should be assigned to that work first?"

O. VOLLMER. "We never asked for all of it."

B. F. HOGUE. "Do you think they should?"

O. VOLLMER. "All our Committee asked for was to give us part of it. But they didn't do that. I only got one day this week and men from other departments are getting four days."

B. F. HOGUE. "There has been a lot of complaint about Wire Mill men working over there. Maybe that is wrong now and should be changed, but in the past it has been interchanged. Now the question is, do we want the setup to be as it is, or should all labor work be supplied firstly by the place from which it originates, or department. Secondly to the Steel Plant who are laid off and then after that has been done and still more work was available, to take the oldest men from the Wire Mill laid off list. That would mean that no Wire Mill man could be used until all of the Steel Plant men were working. Of course, the same thing would apply in that case to the wire will."

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O. Vollmer. "That is where all of the squabble comes from. Five men from the Open Hearth went to Dan Ackerman and he said he couldn't use them."

B. F. Hogue. "Why didn't they want to use those men?"

After discussion:

4626 B. F. Hogue. "Here is the policy that was used out there. They went to the employment office and took the oldest men who were laid off regardless of whether they were from the Wire Mill or the Steel Plant.

Paul Cantrall. "I think Dan Ackerman must have been instructed to do that by Al Sommer. He has been determined over there, that one man would not work more than another one."

B. F. Hogue. "It appears that Al Sommer is the next man we are going to have some trouble with. Charlie Ball made a statement today. He asked if any part of the Management had asked if anybody was going to run things *they* way they wanted to, whether the Alliance liked it or not."

C. Ball. "I understand that Al Sommer had something to say to the Committeemen who resigned from the Open Hearth."

B. F. Hogue. "Here is the case. No doubt, we have a squabble. Are our rules bad? If so, let us change them. It won't do any good for men to stand down there in the Open Hearth and cuss. The thing to do is to come up here and change them. There is a lot of bitterness engineered and should be straightened out. We can't do it if we don't know how the thing goes. On that case, Lyn Bristol, Henry Ackerman and Ross White were over to see me on the Open Hearth case. I called Al Sommer over and they talked it over that afternoon. Al Sommer said he would do anything we wanted to do. I can't ask him to take the Wire Mill men off.. They were using the same plan they used before. If this body of men want to do that, all right. That is the spot I am in. Either the thing is not right or it is a misunderstanding."

Mike Sigmund. "There used to be a rule that any labor work in the Steel Plant should be done by the Yard gang from the Steel Mill in turn of seniority."

B. F. Hogue. "That has been the understanding and I think it was the intention to do that."

Mike Sigmund. "Instead of doing that they go and get fellows from our side who had no seniority at the Steel Plant. First, they should have picked the men out of the Steel Plant Yard. That is the way the ruling was last year."

Harry James. "I think the men in the department should come first."

B. F. Hogue. "I think so myself, that the men in the department should be given the work first."

Mike Sigmund. "In our department, five men were brought from the steel plant to learn to draw wire. They were in there 90 days and didn't lose their seniority. That was the rule because they were not over here 90 days."

C. Ball. "They never before hired the wire mill men in there unless the Open Hearth men were all busy. They used to put Open Hearth men on furnace repair first. Then when the- didn't have enough men, they could hire wire mill men."

B. F. Hogue. "What do you think should be done? What do you think of the proposal that gives the work first to the department from which the work originates, then to the general labor group, and the- to steel plant men who are off and then to Wire Mill men who are laid off?"

H. Mohn. "We had a rule, voted on at the Steel Plant, that everybody should get three days per week if it was available. According to this, the Open Hearth men didn't get three days out of it."

B. F. Hogue. "That is our fight. They claim it is not an Open Hearth job, that it is a labor job."

H. Mohn. "I think the men at the Open Hearth should come first."

Herbert Moore. "I think any regular or extra work that occurs in a department, should be divided among the men in that department. That should be done first. So long as there are men available, it would be given to the men in that department. Then I think it should be turned over to Speight to put the oldest men who are laid off to work, regardless of which side, because
4627 we are not wire mill or steel mill, we are Keystone. Because, if there are men with five years, off at the

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steel plant and one with two years at the Wire Mill, the man with the most service should be given the job at either plant. I think we are going into a lot of trouble if we start dividing the Steel Plant and the Wire Mill. I think too much complication will result if we do not make it as simple as possible."

B. F. Hogue. "Say, in the Open Hearth, now they are working two days per week. They are not out of a job and this work originates in their department. They are not out of a job."

H. Moore. "I think these men in the Open Hearth should be taken care of first."

Motion by John Elmore, seconded by Fred Liesch, that the Open Hearth jobs should be given to Open Hearth men first and then go to the employment office or general labor group. All departments should be given the work which originates in their department either regular work or special work. As more work is available, men be selected from the waiting list at the employment office according to their seniority and assigned to the work. When men are laid off they shall return to the employment office and take their rightful place on the waiting list."

Charlie Ball. "Suppose all of the men at the Open Hearth got on and they had the whole labor crew, would they bring men from the wire mill or hire men back who have been given pink slips?"

B. F. Hogue. "Most of the men on the waiting list have received pink slips."

The chairman asked for a vote on the motion of John Elmore, which was seconded by Fred Liesch. Upon question the motion carried.

B. F. Hogue. "Bill, what do you say you take your Committee out and inform the company of the steps taken and ask them to put it into effect as soon as possible."

B. F. Hogue. "The Wage Committee, this afternoon at the meeting with Dan Sommer, took up the case of Clarence Bradle. He was laid off in December and afterwards the foreman entered a pink slip in his record and let him out. The man was not notified for three weeks about this and did not know he was discharged. He came back down to see what the reason was."

C. Bradle. "I came back to see why I was laid off. I was laid off the 15th of November and was notified the 15th of January."

B. F. Hogue. "We took the case up because the man was not notified in the proper way at all. John Moritz told us that we ought to get together with our department committee. He said the department committee said the man was not competent and couldn't do a good job on a labor job. For that reason, he did not put the man back. So we withdrew the case to find out more about it."

Fred Slusher. "That must have come up the other day. I don't know who said it. I know I didn't say it."

Bradle. "We have five foremen in there and none of them has ever said anything about my work not being satisfactory. I still have my check number. They have never asked for it. I would like the Committee to look into the matter."

B. F. Hogue. "What is the reason for the attitude of the Committee on the labor job? And other men as well. That question didn't enter into it at all and we had expectations of getting you on. I wasn't interested to know if you did these things or not. I was interested in seeing that men are fired right. This is the first time we have ever run up against anything like that. Do you do your work and do you try to get along with the rest of the department?"

C. Bradle. "The Foreman has sent men home from the job for not working on jobs, but he has never sent me home."

P. Sidwell. "I talked to Hugo and I am supposed to be the man who said that. I admitted that this man is not good on a labor job. That has nothing to do with it. He is a reeler. That is just an odd job. He screwed himself. He even told the superintendent himself, that 4627a job. I think he is entitled to go back on that reeler he did. We don't care about putting him on a labor job."

Bradley. "That bad day, we were cleaning brick. At that time, if a reeler didn't show up, the foreman was supposed to get the oldest man on the job. Hugo came back and got a younger man than me to go over there and reel which paid better money. Of course now,

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I realize that I should have put out a days work and that is one of my reasons for doing it."

P. SIDWELL. "They have been prejudiced against him ever since it happened. They told us they were going to send him down the track at the first opportunity."

B. F. HOGUE. "If the committee will stand behind us, we will go back and try to get this man back reeling. But suppose he is down on the normal force and business comes downgrade again and there is nothing to get but labor?"

BRADLE. "It looks like a foreman would tell you if your work is not satisfactory. There has never been a word said to me about my work."

F. SLUSHER. "I think if there is any way at all to get him back in there, we will take care of the labor."

B. F. HOGUE. "You approve the action to get him back?"

P. SIDWELL: "Did John Moritz say I said he wasn't any good?"

B. F. HOGUE. "No. He didn't say anybody said it. He just said that the Department Committee didn't agree with the Wage Committee."

HERBERT MOORE. "I would like to say something now that I wouldn't say in Dan Sommer's office. I don't know what this man's attitude is on common labor. He hasn't said he would do common labor. For the Alliance to insist on putting a man back on common labor who won't do common labor, is foolish. If you intend to work common labor in the future, we have a good case. If you don't, it is different."

C. BRADLE. "There was only one day that I didn't work."

H. MOORE. "If in the future, you have to do common labor, do you intend to do it?"

BRADLE. "Absolutely."

B. F. HOGUE. "The Wage Committee will take it up and try to see that the member gets back to work."

SIDWELL. "Explain more about this resolution. I am having a thousand questions asked about that and I can't explain it. What about the equalization of hours?"

B. F. HOGUE. "The oldest men will take the extra hours each week until he has his average, and then the next men in turn."

B. F. Hogue. "In the last few months, as you men know, in every organization, when there is no work there are no dues. There will be some men called back but not all of them. To make the work easier from the Secretary, we would like to have a motion that all men who are laid off and are not a part of the normal force, should have withdrawal cards issued to them and if they do get back, they can be reinstated by the payment of 25¢."

Motion by Moses Boyd, seconded by Wm. Backes, that this be done. Upon question the motion carried.

B. F. Hogue. "Here is the thing which should be done for our members who are laid off. Members who have had withdrawal cards prepared should have it certain that they are called back to work as soon as a vacancy occurs. Do you want to notify the Management that we expect that?"

H. Mohn. "I think the men should be given the right to come back in their regular line of seniority."

B. F. Hogue. "They will probably do that. I don't know that they won't."

Motion by Henry Mohn, seconded by John Elmore, 4628 that the Management be notified that the Alliance expects members who are laid off, to be called back to work as vacancies occur and according to their seniority. Upon question the motion carried.

B. F. Hogue. "Jim, our clerk, is submerged in work and if we don't get some help soon, we will not have our minutes ready for meetings."

F. Sidwell. "We have this meeting coming up on Wednesday. Do these fellows out of the normal force, do they vote on things?"

B. F. Hogue. "No."

Motion by Wm. Backes, seconded by George Oates, that additional clerical help be hired to get the work caught up to date. Upon question the motion carried.

Tom Catterall asked how a normal force was arrived at.

B. F. Hogue said that letters would be issued to department committees instructing them to get together with their foreman and determine a fair normal force for each department. Departments where it has been arrived at, do not have to go further with it."

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C. Bradle: "I would like to ask if I can sit in on the conference when you go in to the Management on my case?"

B. F. Hogue. "We will be glad to have you present."

Wm. Backes asked about getting some stumps removed from the parking lot which constitute a hazard when parking at night.

Motion by Wm. Backes, seconded by R. McAvoy, that we contact the Management and ask that these stumps be removed.

B. F. Hogue. "We met with the Management Friday and today. Thursday at the Special meeting, we told you that we had a letter from the Management stating that they want to change the rate of pay for vacations. We still have no agreement on it, but there have been several things talked over. The company contends that under the old plan, a man could be laid off nine or ten months and still be eligible for one week vacation. They want a definition of continuous service. That didn't happen in the past because we were working good. The new plan has pushed the cost of vacations up so, that they feel they are justified in doing it. We are going right ahead with this thing and we will do the best we can. The company has asked that we define what constitutes continuous service. We have a refusal by the company to be lenient on the payment of vacations as they were with hooking up seniority."

Motion to adjourn by Fred Liesch, seconded by Mike Sigmund.

Meeting adjourned.

(Signed) Earl Lowman,
Secretary-Treasurer.

Minutes of special meeting of the general committee of the Independent Steel Workers Alliance, at the Alliance Hall, Tuesday, March 1, 1938 at 3:30 P.M.

Bruce F. Hogue, President, conducted the meeting, assisted by Earl Lowman, Secretary Treasurer.

The President called the meeting to order. The Secre-

tary called the roll which showed the following members present:

John Elmore	Wm. McGowan
Arthur Chamberlain	Barnett Yocum
Fred Slusher	V. Watts
Chas. Ball	Moses Boyd
Wm. Ewers	Earl Lowman
R. McAvoy	Floyd Jackson
N. Clifton	Wm. McGowan
Glen Hogue	Dick Knieriem
Harry James	D. Bessler
Paul Cantrall	N. W. Tindell

4629 B. F. HOGUE. "The purpose of this meeting is to hear the appeal case of Glen Heitzman, which has been a troublesome case for some time. The case has been handled in the past, by the department and by seniority committee, and then Glen Heitzman asked for a rehearing with the seniority committee and they recommended that he appeal to the General Committee as provided in the Bylaws. We will have the evidence read both verbal and written. I think the only evidence now proper would be such evidence as has been produced or made since 1937. However, that is as the interested parties may like. If they wish it, they can introduce any evidence which might help their case. I think the first thing to do now, will be to have Glen Heitzman stand and give his side of the case. Then we can proceed to get the evidence necessary for this body of men to decide what is right and proper."

GLEN HEITZMAN. "As near as I can tell you, from 1933 on they didn't take any certain kind of seniority. The Management put the men where they thought it was right. At that time, there was three men put on the crane. In 1934 there was some promotions and they wanted some kind of an agreement on promotions. In 1934 the men got together and, as they didn't want to take fellows off of their jobs, so they agreed on staying where they were and the oldest man would take the first promotion. That went on until 1935, they all did that. I took my promotion out of turn to the mill and I thought they should have their chances. But when they put me back, they put me behind several fellows who were behind me on the Gantry cranes. I think Homer Coward can tell you about that."

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HOMER COWARD. "I was on the Committee at that time. We were having some trouble getting the men placed where they belonged. At that time we agreed that the man who was on the job now would be promoted from that job on up. That is the way I remember it. I think that was about 1934 when they did that. The man who was on the job would get promoted from that job first."

B. F. HOGUE. "That meant that the first man on the crane would be the first man off, regardless of seniority in the department. Is that right?"

H. COWARD. "I believe that was the feeling at that time."

G. HEITZMAN. "The fellows up in the mill and the Open Hearth are practicing that right now and we did too, until 1935 when I got ahead of some of them on account of that agreement, when they set me back they made it two more places."

HOMER COWARD. "At that time, we had men like Paul Cantrall, who was on the Blooming Mill cranes, who was quite a few years younger than I was, but at the same time, I didn't think I was entitled to go ahead of him."

B. F. HOGUE. "Why didn't you feel that you should go ahead of him?"

H. COWARD. "Because I had never been in the Blooming Mill at all. The men felt that I should go through there."

B. F. HOGUE. "They had some kind of an understanding that the man on the job would stay there regardless of seniority."

G. HEITZMAN. "When I went to the Blooming Mill, I went ahead of some older gantry cranemen. When I moved back, then the trouble started. It seems to me that I am not getting treated right, like the majority of the fellows are, from me on up. I think there are fellows here from the Soaking Pits who know something about that."

B. F. HOGUE. "This case, to most of the wire mill men, probably sounds like greek. I think most of the steel mill men know what his case is about, from washroom gossip, or otherwise. I might try to give a resume of the setup over there."

B. F. Hogue explained how cranemen are promoted from the Billet Yard crane on up to the Open Hearth cranes.

Glen Heitzman asked what dates were on the other two men in the case.

Earl Lowman read the dates as follows—department dates: Roland Cantrall, Dec. 7, 1933; Glen Heitzman, Dec. 9, 1933.

4630 After discussion:

G. HEITZMAN. "Lewis was the last man hired from outside. I don't feel like I am getting treated right, the way the rest of the men are working. They left the rest of the men on the jobs which they had and gave me department seniority. John Houston asked for a line up and they gave it to him that way."

FRED SLUSHER. "How long did you have this better job before they made a complaint?"

G. HEITZMAN. "I worked in the Gantry Yard quite a while and Bill Stewart told me to go up to the mill. I knew there was men ahead of me but when the boss tells you to do something, you do it. I went up to the relief job. I had to break in on the Pit Crane without any time at all. They they got down on two furnaces, John came to me and said Roy wanted his place, and I said that was all right."

FRED SLUSHER. "How long were you ahead of these fellows before they kicked?"

G. HEITZMAN. "About two years."

JOHN SUTTON. "It was about two years before a kick was made but it was a very short time before we went up in advancement to the same job he had, so there was no reason for a kick. The complaint was made the last year. It was really one summer season. The controversy right now, is who goes to the mill for next summer season."

G. HEITZMAN. "I was up there six months and I have been up there three years, after I learned to run the stripper."

After lengthy discussion of the details of this case, the clerk read the minutes of previous meetings in the case.

B. F. HOGUE. "The first thing to determine is how to mark the ballot. Insofar as the question is for a reversal of the decision of the Seniority Committee, you are asking to be put ahead of John Sutton and Roland Cantrall. Is that right?"

G. HEITZMAN. "I want to be treated like Paul Cantrall."

B. F. HOGUE. "We are not here to determine the setup. We have a definite case involving three men. What we want to arrive at is how to vote. The vote must be plain.

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I would suggest that the vote be 'Right' or 'Wrong'. If the Seniority Committee was right, put down 'Right.'"

Dick Knieriem said he thought Monty Collins should be included in the case.

B. F. HOGUE. "We have a decision from the Seniority Committee which is the I.S.W.A. Committee supposed to render decisions in seniority cases. You thought they erred. Is that right?"

G. HEITZMAN. "Yes."

B. F. HOGUE. "That is the question, were they right or wrong."

N. W. TINDELL. "How about a suggestion that fellows hold their jobs just as they are, but in the future the youngest man will be laid off first?"

J. SUTTON. "That would work fine because we are ahead of him in the lineup now and have been for a year."

B. F. HOGUE. "There is merit in the claims of both of these boys. We will have to decide whether the seniority committee was right or wrong."

G. HEITZMAN. "I ask for a vote."

Motion by Nat Clifton, seconded by John Elmore, that we vote whether the seniority committee was right or wrong.

A secret ballot was taken. N. W. Tindell, D. Bessler and Nat Clifton acted as tellers. Each department was allowed one vote. Fourteen votes were cast, which resulted as follows: Right 8 votes; wrong 6 votes.

4631 Accordingly, the Chairman announced that the decision of the General Committee was in favor of the lineup as it is at present.

B. F. HOGUE. "Insofar as this meeting was called for an appeal case, I think a motion to adjourn would be in order.

Motion by Harry James, seconded by John Elmore, to adjourn.

Meeting adjourned.

(Signed) EARL LOWMAN,
Secretary Treasurer.

Minutes of Regular Meeting of the General Committee of the Independent Steel Workers Alliance, at the Alliance Hall Monday, March 7, 1938 at 3:30 P.M.

Bruce F. Hogue, President, conducted the meeting, assisted by Earl Lowman, Secretary Treasurer.

The President called the meeting to order. The Secretary called the roll, which showed the following members present: John Elmore, Walter Phillips, Herbert Moore, Earl Lowman, Harry James, Fred Slusher, Wm. McGowan, Roemer Chaney, Dick Knieriem, Moses Boyd, Floyd Jackson, Paul Cantrall, Wm. Backes, J. Johnson, T. Catterall, Aaron Drake, Henry Mohn, Nat Clifton, Ed Taylor.

The Secretary-Treasurer read the minutes of the last regular meeting of the General Committee on February 7, 1938. The minutes were approved as read.

H. Moore. "I move that the minutes of the last meeting of the Wage Committee be read, and that we dispense with the reading of the minutes of the other meetings we have had."

Seconded by Nelson Vance. Upon question the motion carried.

B. F. Hogue. "I will say in regard to some of the things mentioned in those minutes, that the case of member Bradle was won. Bradle was reinstated in the Galvanizing Department. Also, George Lee was reinstated in the Welding Department. The stumps are to be removed from the parking lot, and I understand they started on them today. On the vacation plan, on the definition of continuous service, we had an ultimatum that we had to define continuous service. The company contends that they will not pay a vacation to anybody who is off an unreasonable time. What do you think about adopting 156 days per year as the time it is necessary to work in order to provide continuous service? Does anyone know, in different departments, where that might be possible that the men will get less than that much time? Is it safe or is it not safe?"

T. Catterall. "Is that three days per week?"

B. F. Hogue. "That is just for vacations. If a man worked 52 weeks three days per week, we would work 156 days."

Mike Sigmund. "Will the company pay the same vacation that they have paid on that plan if you work 156 days."

B. F. Hogue. "They say not but I believe they will. Last year some of the members wanted to ask that it be

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paid under the new plan because they worked more hours. Then they wouldn't do that."

WALTER PHILLIPS. "They turned down the three and five years and they don't want to pay full vacations for five and ten years. Is that it?"

B. F. HOGUE. "They do want to pay a full vacation, but they only want to pay for what a man works."

4632 WALTER PHILLIPS. "I think, if you put in five years down there, you are entitled to a vacation no matter how many days you lose."

H. MOORE. "Walter has four years coming. He is willing to lose it this year to get it next year."

WALTER PHILLIPS. "That will come to anybody who works here, if they intend to stay."

HERBERT MOORE. "Before you could change that, you would have to change the motion which is on the books."

B. F. HOGUE. "I think, myself, if we made a concerted fight, we could win it. Of course, the company claims a vacation is a gratuity. As to an arbitration board, there is a question in my mind whether they would listen to such a case or not."

T. CATTERALL. "Didn't we grant 3% towards that vacation money?"

B. F. HOGUE. "Not that I know of. I think you must have the bonus confused with this. We have several different courses open to us. One, would be to say we will have the old way, and we won't cooperate in any changes. That is one way to do it. Then there is nothing to keep the company from paying on the average pay rate, which will cost everybody a considerable sum of money. The other way would be to accept the resolution of the Board of Directors, and another thing would be a compromise. I think if we can hold the rate for the five and ten year men and try to bring up the younger men to it gradually, it would be the best. If you take away from one group to help another, that is not so good. We could get that this year for the five and ten year men if we accepted the new plan for the next year. There are very few men at Keystone who won't get a lower amount under the new plan."

H. MOORE. "Who will pay for my loss on vacations? Right now on our job, we split wages and I have had to

go to meetings and have been hauled off my job on committee business. I get no pay for time lost on the job. I got six hours out of the split when I was gone from the job two hours. Who will pay my share of the vacation on that? I had a case up once and only got paid one hour. I was up there in the Superintendent's office until 4:45 and lost four hours. My white card shows for one hour and my pink card shows four hours."

B. F. Hogue. "How come you only had one hour on the white card?"

H. Moore. "I had it on the pink card but they refused to pay it. That was before the shutdown."

B. F. Hogue. "That was a positive violation of the agreement we have to pay for time lost in meeting with the Management. Meeting with Henry Cordes is meeting with the Management."

H. Moore. "I just wonder who is going to pay for things like that when it comes to vacation time?"

B. F. Hogue. "That is the first time I have heard of that. Have any of you men had that experience?

Dick Knieriem. "These cards that are being turned in are not turned in right. It requires the signature of a member of the Management. A card must be signed. They send them back to John Moritz. Whatever he signs, is paid for."

H. Moore. "The foreman went right with me up to Moritz. But, Moritz refused to pay it. He said I had one hour coming."

B. F. Hogue. "If anybody is ever short, if they will call our office we will get that straightened out. There is no reason at all why a man should be penalized for meeting with the company. But, to get back to this vacation plan, has anybody any ideas on it? Shall we stand back and let them have their way and say we expect payment in the same manner as in the past?"

Mike Sigmund. "I believe for this particular season, the man who is laid off will lose and the smartest and safest way is to let it stand the way it is."

Fred Slusher. "The men are expecting it now. We will run into something if they don't get it."

4633 H. Moore. "Do the nine year men expect nine days?"

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F. Slusher. "Yes."

H. Moore. "They certainly will be disappointed and surprised. Do you mean to tell me that the nine year men will stand up and fight for seven days pay for nine years when the next year and every year after that, we will be penalized for it?"

F. Slusher. "I don't think it will come that bad."

H. Moore. "When we were on a 48 hour basis and business was good, our average was slightly under 40 hours. The only way you can break even is to work every day you possibly can, under this new plan. If you lose one day per year, you lose. The six year men this year, is out. He will get five days pay or less. The seven year men will get five days. The eight year men will probably get a little over five. In two years he will get a real vacation. The nine year man is just crazier than hell if he votes for the new plan because the next year he will get a real vacation."

F. Slusher. "The seven, eight and nine year men didn't get us into trouble. We took it up for the three and four year men."

Tom Catterall. "What is the company's setup? I don't know it."

B. F. Hogue. "They offer one day for each year of service with calculations to be based on your average earnings."

The clerk read the minutes of a Wage Committee meeting with the Management, in which this subject was discussed.

B. F. Hogue. "Today it seemed a little more so, that this being a bad year, we have tried to feel them out on paying five and ten year men on the same basis as before and the new men who haven't gotten vacations before, to pay them on the average earnings for the previous year. That would be agreed to for this year. I think the Management would agree to pay the five and ten year men this year, the same as before, but they would throw it wide open next year. That is as far as the thing has gone. One way of doing it, we might make a fight on five and ten year men to continue as they were in the past and all other groups would be paid as the Board of Directors stated it. We might get that, with a fight, and we might not."

F. Slusher. "How about that sacrificing of the provision for bringing it up next year?"

B. F. Hogue. "Either the company or the union can bring it up before March 1st of any year."

F. Slusher. "I don't see how anything could be wrong with that plan to pay the five and ten year men on the old basis and the new men on the new basis. Nobody would lose on that."

B. F. Hogue. "Do you want the Wage Committee to continue on as they have been, or have you any ideas to advance? The way it is, the Wage Committee has been groping around in the dark and might arrive at something that is not what the General Committee wants at all."

Wm. Backes. "I want to make a motion that there be no change made in the five and ten year plan, permanently."

B. F. Hogue. "How about the other men?"

Wm. Backes. "I would say that the Wage Committee should work on a basis that would be agreeable and to get the best plan they can."

H. Moore seconded the motion of Wm. Backes. Upon question the motion carried.

B. F. Hogue. "How about the other group? What do you think about that, Aaron Drake?"

Aaron Drake said he had been in the plant two years and four months and that he would be in favor of the new plan but he didn't know how the other men in his department would feel about it.

B. F. Hogue. "It is a hard thing to get anything in bad times. How would it be to pay five and ten year
4634 men the same as it was in the past. Then the new men coming in shall come in under the new plan. Then open it up again next March for the next year."

Motion by Walter Phillips, seconded by Harry James, that we use the plan proposed by the Board of Directors for the new group for this year. Upon question the motion carried.

Earl Lowman asked about a definition of continuous service.

B. F. Hogue. "That is the meat of the whole thing. I think, at the wire mill, it would be hard to get under the 156 days. We had a contingent agreement that if a

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man was sick and lost time from sickness the loss of this time would be forgiven of it would knock him out of a vacation. That is under consideration yet. Dan Sommer said the company would offer a broad policy on that. The company, in the past, has been very liberal on that question. Naturally, we wanted to have that continued."

W. PHILLIPS. "What will be my chances of getting that time lost raised to three-fourths of a year?"

B. F. HOGUE. "I don't think we would have a chance on that."

TOM CATTERALL. "Suppose a man has eight or nine years here. In any one year, would they disqualify him?"

B. F. HOGUE. "Yes, he would get no vacation at all that year."

T. CATTERALL. "I think you are running into something there."

B. F. HOGUE. "We figured, if a man worked three days per week the year round, he would still get it. If he is sick, his sick time is forgiven. What is your pleasure on the continuous service?"

Aaron Drake asked about a man being off six months and still holding his seniority.

B. F. HOGUE. "That is right. This has nothing to do with seniority. It is only for vacations."

W. PHILLIPS. "I make a motion that we accept the proposal for the 156 days and try it out for one year."

WM. BACKES. "I move that the Wage Committee take that under consideration and find out all they can and report back at the next meeting."

B. F. HOGUE. "I don't think they should be put out on a limb. That puts them on a spot. So many men will be called back who are off now."

HERBERT MOORE. "I would like to see some definite instructions given at this meeting today. I am on the Wage Committee and I would like to hear some of your thoughts on it."

H. MOORE. "I make a motion that we accept the 156 days, with the understanding that it includes the 80 hours vacation."

B. F. HOGUE. "Let us include the two weeks vacation time as paid time and include it in the 156 days minimum."

H. Moore changed the wording of his motion as follows: "I move that the 156 days be accepted with the understanding that the two weeks vacation time is included as paid time." Second by Moses Boyd. Upon question the motion carried.

WM. BACKES. "Wouldn't it be necessary to include that sick time will not be counted against him?"

B. F. HOGUE. "That will be included in our agreement."

H. MOHN. "We have a man who came back to the dock who has been gone two years. We didn't feel that he should be kicked out. They feel that if a man has been off two years, he has lost his seniority. I asked one of the members of the seniority committee about it and he said if his job terminated, he had a right to come back. I have another man from the Post Department, who came back to the dock and his time starts from the day he came back to the dock. He wants that straightened out or the other man laid off."

4635 B. F. HOGUE. "How is your normal force?"

H. MOHN. "I think it is all right."

B. F. HOGUE. "That is the way it is done over there. Floyd Jackson has the same case."

H. MOORE. "The only thing I am wondering about, should we take Beutal off of our list? We have two sets of machines wired up and he might be called back."

B. F. HOGUE. "When his promotion opens up, he should go back to it. We had that case up before."

M. Moore explained the case of Beutel.

B. F. HOGUE. "That is the system that has been used at the Steel Plant. There has been some dissatisfaction about it, but that is according to the seniority agreement. I think we have a better group setup at the wire mill, but that is their choice."

Aaron Drake asked about a normal force for the steel plant furnace repair gang.

B. F. Hogue said that the company has refused to consider that.

F. JACKSON. "I want to ask about old men having a little protection. We have five cranemen who want to come back to the Scrap. These five men are older men with the company. Three of them are one year older with the company, but in the Electrical Department, they

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are using department seniority. The men who are running the cranes are older men in the department but younger men with the company. These men now want to come back in the Scrap and knock out older men with the company who are on these cranes."

B. F. Hogue. "They can't stay on the cranes because they are not the oldest men in the department."

F. Jackson. "They are knocking older men off of the cranes because they are younger in department seniority. The old men are getting screwed. I will get pushed clear out of these men come back."

B. F. Hogue. "One way to look at it, is if a man didn't have any protection, he would not take a promotion."

F. Jackson. "There is work for them in the Yard and in the furnace repair gang but they want to come back to the Scrap."

B. F. Hogue. "The rules say, 'He is eligible to return to his former job if his job terminates.' I don't know what the outcome will be. I don't think the union could be asked to do anything that way."

F. Jackson. "The company feels like while there are younger men working in the electric department, these men should be back in the electric department and the younger men laid off."

Floyd Jackson said he thought we should either use department or plant seniority, one of the other."

Earl Lowman read the following bills for approval:

Telephone and office supplies	$ 2.17
Rent of bulletin boards for January	5.00
Labor deducting dues	9.00
Office rent for February	10.00
Office rent for March	10.00
Office supplies	12.17

Motion of Mr. Backes, seconded by Roemer Chaney, that the bills be paid. Upon question the motion carried.

Earl Lowman read the application for membership of Emmet Smith of the Fence Department. Motion by Wm. Backes, seconded by Moses Boyd, that the application be approved. Upon question the motion carried.

Motion to adjourn by Harry James, seconded by Dick Knieriem.

Meeting adjourned.

(Signed) Earl Lowman,
Secretary-Treasurer.

4636 Minutes of Regular Meeting of the General Committee of the Independent Steel Workers Alliance, at the Alliance Hall, Monday, April 4, 1938 at 3:30 P.M.

Bruce F. Hogue, President, called the meeting to order.

Earl Lowman, Secretary-Treasurer, called the roll. The following members answered roll call: John Elmore, Earl Lowman, Fred Liesch, Frank Getz, Floyd Jackson, John Johnson, John Sentz, Lester Wolpert, Walter Phillips, Harry James, Dick Knieriem, Fred Halstead, Paul Cantrall, Tom Catterall, Henry Mohn, Herbert Moore, Roemer Chaney, Harty Mahaney, Fred Schreiber, Douglas Hogue, Nelson Vance, Nathaniel Clifton.

B. F. Hogue. "We have quite a bit of business today. We have some seniority business along two different lines. One of these cases is in the Galvanizing Department. We have had quite a few requests, after all of these years, from some of the older men, asking for some consideration on connecting up of time. I don't know why these men have waited so long. We have heard no complaints during the past year. Now the department is running good and everything is pretty smooth and we get a complaint from John Pfanz and an application from a man who never was a member and he has a case too. We will read the application after a while. We are glad to see these men come in but it is not so pleasant when these men are coming in for a purpose. The seniority committee has considered these cases fairly. There is just one thing to do. That is to adopt a policy towards closing these cases up or else throwing them wide open and taking care of all of them. In the meeting the other day, I asked the seniority committee not to take any action, but to give it to the General Committee for some instructions on procedure. If the men feel that these men forfeited their rights by not taking these cases up four years ago, that is one thing. But the seniority committee wants instructions from the General Committee on how to handle these cases. In the case of member Pfanz, there is no reason why he should not have it, according to the record. I told him he should have taken the case up as soon as our union was organized. Unfortunately, the members are not sympathetic with him at all."

N. Clifton. "How long ago did this happen?"

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B. F. Hogue. "I find he was given his department seniority date within a few weeks of his plant date. He says he does not know why this was done and he let it slide."

P. Sidwell. "I don't approve of it at all. I don't think he should be considered. In his own mind, he don't think he has it coming. We would have a hell of a lot of cases coming up if we open this one up. One, year, he farmed. He says he didn't."

Wm. Backes. "He never was gone more than three months."

P. Sidwell. "I don't dispute your word, but I think he was."

B. F. Hogue. "I remember an old dispute about this man. The boss said he went with his permission. It don't show in the record."

John Elmore. "I think if a man has fair warning to take up his case and didn't do it, he should not be considered."

P. Sidwell. "I know of eight more cases that will come up if this is opened."

B. F. Hogue. "It is only fair for the General Committee to know what is happening in there and give the seniority committee instructions as to what to do. It is true, as Nat Clifton says, that they were warned to bring up these cases within 60 days, after we organized."

After considerable discussion, Herbert Moore moved, seconded by Harry James, that the General Committee recommend that no case that should have been decided before the expiration of the legal notice given by the seniority committee, should be heard in the future.

John Elmore mentioned the case of Elmer Oertley, of the Drawing Department.

4637 After discussion:

B. F. Hogue. "How would it be to have a special committee to make a study of this and report back to the May meeting and find out what would be a safe thing to do in the future? It might be too important to decide this afternoon. My thought would be to have a committee check the record and the setup and see how it is. They can make a study of it. What do you think?"

H. Moore. "That is all right, but how are you going to explain away the fact that if a man got a letter and he didn't pay any attention to it, he needs no consideration. If he got a light bill and didn't do anything about it, he would be in the dark. But that don't mean anything. We worked hard on that before and give men two months to file complaints. Two months is a long time. If they were not interested enough to pay any attention to that, maybe they will find themselves in the dark."

B. F. Hogue. "Let us take a vote on the motion of Herbert Moore."

Upon question the motion carried.

Henry Mohn. "We have a case in the Rod Dock. In one way it is all right and in another way it is not. We have a man who is a rod trucker. When there are welding rods to be welded, they take him off of the trucking job and give him the welding. Then when there is no welding, they put him back on the trucking job. The fellow who takes his place trucking had to go back in the labor gang when the welder came back to trucking. He claims he should have a chance to go back to tying and the welder should go back to the labor gang."

B. F. Hogue. "Is he older than the tyers? If so, it is a seniority case."

Wm. Backes. "We have written to Mr. Conn about it."

B. F. Hogue presented a letter from the Scrap Department committee.

Wm. Backes. "I would like to answer that partly. Do you think we showed preference to the Vice President?"

F. Jackson. "No, not altogether."

Wm. Backes. "Then you shouldn't put it in the letter. We haven't been bought off. We acted simply from the information we got."

F. Jackson. "Where did you get your information?"

Wm. Backes. "From you men and from Paul. In one instance you misrepresented something to us which caused a little trouble. When a man's job terminates, he can go back to his former job. These men formerly worked in the Scrap Department. We favored you because we didn't let them have their old jobs. We put them on a lower job."

F. Jackson. "You put them clear out."

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WM. BACKES. "We didn't intend to do that. We thought they were going in the Scrap. We thought it was just going to be a temporary job and in a short time they would be back on the cranes. I think Paul mentioned to us about putting them in the Yard. This fender work was classed as Yard work. We found that out and we recommended that these men be put back in the Scrap Department.

F. JACKSON. "Do you think it is right for a man who has been with the company four or five years, to go ahead of men who have been here nine and ten years? These cranemen never had a chance to get on the cranes. No doubt they wanted to get on a crane. They are the young men in the crane department, that were moved back to the Scrap. They wanted to get on the cranes but they were never asked or couldn't get on. They are older men with the company. Until here lately, the company picked whatever men they wanted on the crane. Now the oldest men in the department is advanced. It used to be that they took any man they wanted for that job."

WM. BACKES. "You were knocking the Seniority Committee."

F. JACKSON. "I didn't mean to hurt the Seniority Committee at all."

WM. BACKES. "We were just following the practice at the steel mill."

4638 B. F. HOGUE. "Here is the picture. The system in use out there, to wire mill men, has never seemed good. Yet, to the men at the steel plant, about three-fourths of them like it very well."

F. JACKSON. "You are hurting 15 men with that rule now. Five men in the Electrical Department, five men in the Scrap and five men in the Yard."

PAUL CANTRALL. "The cranemen, working the way we are now, are getting five days per week with the exception of one turn over. 31 men get five days and the oldest man picks up that extra day. Algie Bitner has been off sick and that gave some of the other men an extra day. I feel deeply about this letter that Jackson wrote in. I am sure that in any dealings I have had with any of the committees, I have been honest and I wondered if anybody else could come to my defense, on this thing, and it makes

me feel good that there was. My dealings have been fair. I can make mistakes. I am sorry that Jackson feels hurt about this. My brother was involved in this thing. He was on the crane first, as well as others who are affected too. I can't help but think it was just an opportunity to cause embarrassment that this thing was brought out at this time. Jackson has to step back in his department when these cranemen went back. I can understand why he feels strongly about these cranemen coming back. I have been on the pit crane for five or six years, but now I am taking a step back to the stripper on a lower paid job. That is because they are only using one man on the charging cranes now. If they were still using two men, these four men would still be on the cranes. That is the reason these four men went back to the scrap, because they are only using two men where they used four men for years."

HERBERT MOORE. "I would like to ask a question about something I don't understand. He mentioned men with less seniority bumping men with more seniority."

B. F. HOGUE. "He means plant seniority."

H. MOORE. "If a man starts in the Scrap five years ago, and another man comes in three years ago, from the Yard, if they both get laid off where does the man go who came from the outside?"

B. F. HOGUE. "He goes out."

H. MOORE. "Then the Yard man goes back to the Yard. That is not right."

JACKSON. "There was five men who went on the crane who were old men in the Scrap. One had seven or eight years in the Scrap. They went on the cranes behind younger men on the cranes. Seniority Committee is setting the five old men back in the scrap and keeping the younger men on the cranes."

T. CATTERALL. "I am like Herb Moore. I haven't got this thing straight. Were these five men in the scrap before they went on the cranes?"

B. F. HOGUE. "Yes."

T. CATTERALL. "I don't think there is any argument."

B. F. HOGUE. "What is your pleasure on this? Do you want any more discussion?"

F. Jackson mentioned that Chas. Cutting got his job on the crane through friendship with the foreman."

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F. Liesch asked if any of the Scrap men had their applications in for a crane job when this happened.

T. Catterall. "I think we should have an investigation committee on this Steel Plant setup. There should be time limits on going back. I make a motion that the President appoint an investigating committee to investigate this."

Seconded by Nat Clifton. Upon question the motion carried.

The President appointed the following Committee: Nat Clifton, N. W. Tindell, Sam Orr, Henry Mohn, John Haller, Ed. Pagen.

B. F. Hogue. "I talked to Dan Sommer today about the vacation plan. He said that their Executive Committee has a disagreement on it. They are meeting again in the morning. The clause that we put in making it permanent for five and ten year men to get their 4639 hourly rate, is causing the trouble. I think they will get their hourly rate and that they will come to an agreement on it. If they can agree, we will be notified and the Wage Committee will be called in by the end of the week. He thinks, at this time, that the Executive Committee is closer to agreement than ever before. I think we will get it settled up within the next ten days. On the business outlook he said the Fence business is slowing up. The high carbon business continues poor. He expects enough business to allow us to go along like we are now for some time."

Earl Lowman read the auditors report.

Earl Lowman read the following bills for approval:

Labor deducting dues	$9.00
Office supplies, etc.	2.70

Motion by Fred Liesch, seconded by Nat Clifton, that the bills be paid. Upon question the motion carried.

Earl Lowman read the application of Walter Weiss, of the Galvanizing Department, for membership in the I.S.W.A.

Motion by Nat Clifton, seconded by Henry Mohn, that the application be accepted.

Herbert Moore asked that this application be held up for one year.

N. Clifton brought up the case of an increase in garage rentals.

B. F. Hogue said that R. E. Sommer stated that garage rent would go up to $1.00 per month.

B. F. Hogue. "I told him in a letter today, that the rate was unreasonable and we will see what that brings. I do want this body here today to go on record of approving the 50¢ rate."

After discussion, it was agreed that the Wage Committee should make a fight for the 50¢ garage rental.

B. F. Hogue mentioned the South Pekin tornado disaster.

B. F. Hogue. "I think we should give them a cash donation."

H. Mohn said he didn't think it would hurt us to give $100.00.

H. Moore said he wished we could put this money someplace besides the Red Cross.

B. F. Hogue. "Let us table this and pass on this other item of expense. One thing we should have is a mimeograph machine. I didn't buy one the other time because I didn't know how it would pan out."

Wm. Backes mentioned that he had seen a used machine advertised in the Peoria Star.

Earl Lowman. "Since the last audit, we have not gained very much money."

F. Liesch asked how much it cost us to have this work done in Peoria.

B. F. Hogue said the cost was not so great, but it was inconvenient to have to run to Peoria with the work and wait for it.

B. F. Hogue. "We will investigate the cost of a machine for later action."

Dick Knieriem said that if we bought a machine we would have to pay a service charge of four dollars per month to keep it running.

B. F. Hogue. "Getting back to the donation, the Goodfellow Club have fifty dollars."

Motion by Tom Catterall, seconded by Nat Clifton, that we donate $50.00 to the Red Cross for use at South Pekin. Upon question the motion carried.

Walter Phillips. "This is our meeting hall and
4640 I would like to make a motion that we buy an American Flag and have it on the stage."

After discussion, Walter Phillips moved that a flag be purchased for this purpose. Seconded by Nat Clifton. Upon question the motion carried.

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Tom Catterall mentioned that he thought the D.A.R. would give a flag.

HERBERT MOORE. "I make a motion that we accept no seniority cases from Walter Weiss for six months." Seconded by Paris Sidwell. Upon question the motion carried.

A vote was taken upon the motion of Nat Clifton, seconded by H. Mohn, to accept the application for membership of W. Weiss. A standing vote showed that the motion carried.

B. F. Hogue mentioned that the nominations for the office of President of the I.S.W.A. were open.

The following men were nominated for the office of President: B. F. Hogue, Jerry Moran, Bradley Brown, N. W. Tindell.

Nat Clifton, Herbert Moore, John Elmore, Paul Cantrall, Walter Phillips and Dick Knieriem were all named, but declined.

Motion by Nat Clifton, seconded by H. Mohn, that the nomination be closed. Upon question the motion carried.

The President announced that the nominations for the office of Vice President were open.

The following men were nominated for the office of Vice President: Nat. Clifton, Paul Cantrall, Wm. Backes.

John Elmore was nominated, but declined. Tom Catterall moved that the nominations be closed, seconded by Fred Liesch. Upon question the motion carried.

The President called for nominations for the office of Secretary-Treasurer.

The following men were nominated for the office of Secretary-Treasurer: Earl Lowman, Thad Mott, Harry Abbott.

Harty Mahaney and James Mahannah were nominated, but declined.

Motion by Fred Liesch, seconded by H. Mohn, that the nominations be closed. Upon question the motion carried.

Paris Sidwell asked regarding the truckers case. B. F. Hogue explained that it was still pending.

Motion to adjourn by John Elmore, seconded by P. Sidwell.

Meeting adjourned.

(Signed) EARL LOWMAN,
Secretary-Treasurer.

Minutes of the first annual meeting of the members of the Independent Steel Workers Alliance, at the Alliance Hall Wednesday, April 20, 1938 at 3:30 P. M.

Bruce F. Hogue, president, called the meeting to order.

B. F. Hogue. "This is the first of our annual meetings. The purpose of the meeting is for a report on the organization and the condition of it, and to receive recommendations to present to the General Committee for future policy, and any condition that affects the welfare of the members. We have a financial report today, and have complied with the Constitution. We have complied
4641 a report on the major actions taken during the past year, which will be read. The Secretary-Treasurer's report will be quite interesting. The first thing to do, will be to read the report on the state of the I.S.W.A."

The clerk read the annual report of the President, upon the state and accomplishments of the I.S.W.A., which was received with applause.

Earl Lowman, Secretary-Treasurer, gave his annual report to the members, including a financial report for the year, which was received with applause.

B. F. Hogue. "We have heard the report upon the activities of the past year. We will now throw the meeting open, so that any member having something to advance the welfare of our organization or the well being of the members, may now take the floor. I think any recommendations should be presented before the General Committee for action. There is a matter of interest in that report of Earl's that I want all of you to notice. You have all heard rumors and lies about how hundreds of our members were dropping out of the union, failing to pay dues and all of that. That is not true. There is only a handful of them. Don't believe that stuff when you hear it, at all. Investigate before you pass it on. If our members are going to leave us, they must have a reason before they will do that. Whenever you hear of hundreds of men dropping out, you will learn it honestly and not from the few who are attempting to tear us down."

Homer Coward. "Mr. Chairman, the reports sound very good to me in some respects but there is one item I would like to get cleared up. In regard to splitting the

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organization, I have been accused of that and I want to clear it up."

FRED SWADINSKY. "I move that the annual report of the President and the annual report of the Secretary-Treasurer, be approved as read and placed on file." Seconded by Nelson Vance. A standing vote was taken on the motion, which carried unanimously.

HOMER COWARD. "It appears that somebody has been mistaken about this thing, so here is the petition and your letter, which will clear it up."

Earl Lowman read the petition which Homer Coward has been passing at the Steel Plant. He also read a letter from B. F. Hogue to Homer Coward in which B. F. Hogue pointed out the dangers of this path, to Mr. Coward.

NELSON VANCE. "I make a motion it is plumb out."

Earl Lowman read the letter which B. F. Hogue sent to the Steel Plant members to acquaint them with the dangers of signing the petition as circulated by Homer Coward.

HOMER COWARD. "Really, I don't believe you think that petition is as bad as it was before."

B. F. HOGUE. "It has the same odor that it had last week, to me."

HOMER COWARD. "What do you find wrong with it?"

B. F. HOGUE. "No good can come from splitting up. You should be in a position to know that this would not result in anything good for our members."

H. COWARD. "We have unrest up there that should be taken care of. Al Sommer and John Houston could not find anything wrong with it, and at the same time, they were not in a position to tell me what to do with it."

B. F. HOGUE. "The Management, under the law, cannot tell an employee as to what organization he shall or shall not belong to. And probably the Management would receive very favorably, any action to split us up into a dozen groups, none of which would be strong enough to do very much."

H. COWARD. "We intend to cooperate with you fellows 100%. We never intended to do anything else."

NELSON VANCE. "Ain't the Steel Plant and the Wire Mill all under one head?"

4642 B. F. HOGUE. "Yes."

MIKE SIGMUND. "What do you hope to accomplish by it?"

H. COWARD. "Just as I told Al Sommer, I was urged to do this by other members. I was asked to do it several times. Here is what we want to accomplish. At our department meeting for nominations, we had a very poor attendance. The Open Hearth meeting had the same trouble."

MIKE SIGMUND. "Is that the fault of the present union?"

H. COWARD: "No."

NAT CLIFTON. "I want to say that I work at the Steel Plant and have been in the union since it was organized. Any man that you have at the steel mill who can do the work of the President's office as good as Bruce Hogue, the Wire Mill would elect him just as quick as the Steel Plant."

HERBERT MOORE. "I would like to say something. I would like to talk to my good friend, Sam Crosby. The Steel Plant members think they have some grievances. They think they are not getting their proper representation. That is right. But don't blame that onto the wire mill members. I remember very clearly, we talked about electing Lyn Bristol to the Presidency. And misrepresentation that you get, for God's sake don't blame the wire mill members. Don't get any false ideas that the Steel Plant can't elect a president. All that you have to do is to put up a good man for the job and he will get it. I don't know if there are any Open Hearth men today here or not, and I don't, give a damn. But a department that will set back and raise hell and won't attend a meeting to report grievances and represent you, well, if I ever had a kid three years who didn't know better than that, I would take him out and drown him."

H. VAN BUREN. "I feel that there has always been hard feelings between wire mill and steel mill men. It was suggested before, that we elect a president and vice president from the wire mill one year and from the steel mill the next year. I think that would correct the trouble."

B. F. HOGUE. "I have been thinking of something. The Open Hearth and some other departments, are not getting along so well now. Whenever you get some men who take

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an interest in things and fight for, the union, they will be elected, wherever they are from, and if they won't do that they should not be put into office under any circumstances."

H. VAN BUREN. "The reason we would like to see this thing divided into two locals, we can have our own organization over there."

H. COWARD. "I would like some information. I understand it is the duty of the Vice President to assist the Chairman in his official duties. Does he have power to handle our cases that come up over there?"

B. F. HOGUE. "I have told Paul Cantrall to keep in touch with things over there and if anything is wrong to call me right away and any minor thing, he can take care of himself."

PAUL CANTRALL. "I have always been ready to take up any case that was brought to me. I was talking to Homer Coward two days before he started this petition. He never told me he wanted anything like that. If I thought the majority of the men over there wanted something like that, I would be glad to give it more consideration. I believe it was agitated by a small group. He asked me about it and I told him I would think it over and I decided against it. About these cranemen who were on the cranes, I want to clear up my part in that. The Scrap Committee resisted it long and loud. The Scrap Department took a cut. They threatened to close the department down if they didn't take a cut, I don't blame them for that."

HENRY MOHN. "As far as any department taking the cranemen back, we took back two or three cranemen. One was gone three years. The boss came back to me and said he didn't think that was right. I told him it was our rules."

Motion to adjourn by Harry James, seconded by Henry Van Buren.

Meeting adjourned.

(Signed) EARL LOWMAN,
Secretary-Treasurer.

4643 Minutes of Special Meeting of the General Committee of the Independent Steel Workers Alliance, at the Alliance Hall, Monday, May 9, 1938 at 3:30 P.M.

Bruce F. Hogue, President, called the meeting to order.

Earl Lowman, Secretary-Treasurer, called the roll

which showed the following members present: John Elmore, Everett Brown, Harry James, Ted Walters, Tom Bolt, Lester Wolpert, Nelson Vance, Harold Knight, Glenn Hogue, Fred Liesch, Mike Sigmund, Otis Waldon, Earl Lowman, Paul Dorethy, Ted Allgaier, Walter Mingus, Richard Knieriem, George Oates, Perry Conn, Roemer Chaney, Fred Slusher, Roy Jordan, Marvin Merritt, George Clinch, Nathaniel Clifton, John Taylor, Harty Mahaney, Ray McAvoy, Moses Boyd, Wm. Emmons.

B. F. Hogue. "This is the opening of a new series of meeting of the General Committee. We have quite a few new faces. One thing we must all do is to get acquainted. When your name is called, please stand up and we will all know where each man is from. That will be helpful until we get to know one another better."

Earl Lowman read the minutes of the last regular meeting of the General Committee on April 4, 1938. The minutes were approved as read.

B. F. Hogue. "One of the jobs we have today is the appointment of the standing committees for the coming year. These appointments are subject to the approval of the General Committee. We will read them one at a time and if there are no objections, we will pass on to the next. If there are any objections, let the member make the objection as the man's name is read."

The clerk read the names of the proposed Committees, as follows:

Seniority Committee: N. W. Tindell, Mike Sigmund, Ted Allgaier, Algie Bitner.

Wage Committee: Chas. Ball, John Elmore, Fred Slusher, Ted Walters.

Rules Committee: Harry James, Fred Liesch, Otis Waldon, Lester Wolpert.

Auditing Committee: Richard Knieriem, Harty Mahaney, Henry Ackerman.

B. F. Hogue. "I have spent a lot of time and worked closely with our new Vice President, Nat Clifton, on them. We have discussed the qualifications of each man. What is your pleasure on the appointments?"

Motion by Harold Knight, seconded by George Oates, that the list of appointments to the standing committees, be approved as read. Upon question, the motion carried.

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The clerk read a letter from Paul Cantrall, retiring Vice President, which was addressed to the General Committee.

B. F. Hogue. "Here is a letter from the Management about the vacation plan."

Earl Lowman read the letter from the Management.

B. F. Hogue. "This has been pending for some time. Here is the plan: It is for this year only. Next year we will have to work something that we feel is fair and commeasurate with good practice. But in any event, it states that this plan is for this year only."

4644 "This letter from the Management means, in effect, just this: If you got an $80.00 vacation check last year, and this year, through your average earnings, you would only get $70.00, the company agrees to pay you as much as you got one year ago, or $80.00. Nobody is to take a loss on vacations from what he got last year. It will be paid on a basis of one day per year of service, as it was read. It will mean a vacation for every man who has been at Keystone one year. That is the best plan that could possibly be worked out. I don't think we have had anything that the Wage Committee has worked on at anytime, as long or as hard as they did on this. The old men will get just as much as they got last year and the new men will get more."

John Johnson asked about a man who was working nine years last year and would be a ten year man this year.

B. F. Hogue. "We have eight men in the Drawing Room who are in that category. They will be paid average pay. I just wonder if the Wage Committee couldn't contact the Management and if we have a number of men who are coming into ten years for the first time this year, see if we can't change it so they will not be hurt."

After discussion:

B. F. Hogue. "What is your pleasure on the vacation plan?"

Mike Sigmund. "I make a motion that the Wage Committee take it up and see if they can better it and if they can't, accept it as it is."

Wm. Emmons. "I move that the Wage Committee try to get it on an hourly basis."

B. F. Hogue. "We have tried all winter to get that and they just absolutely refused to do it."

F. SLUSHER. "Although it looks bad to some, it will profit a lot of men, too. You can't hardly penalize all of those fellows from one to four years and from six to nine years, in order to help yourslef."

Motion of Mike Sigmund was seconded by Tom Bolt. Upon question the motion carried.

Harry James brought up the question of wages for the Election Board. He said the present rate was about 30¢ per hour for about 16 or 18 hours and he thought it was too low. He said there were five men working for about 25¢ to 30¢ per hour.

H. JAMES. "I think it should be increased a little bit."

B. F. HOGUE. "What do you think of increasing it to $7.00."

JOHN ELMORE. "You are out the expense of your meals and you practically do two days work from 5:30 A.M. till 10:30 P.M."

B. F. HOGUE. "That is true, but we are going to take more questions back to the men for referendum votes. If we only had one election per year, I would think ten dollars was not too much. But, if we have a number of elections per year, it might become burdensome."

F. SLUSHER. "I move we set it at eight dollars and try it for one year."

B. F. HOGUE. "How would it be to make that for the regular elections? That would only be once per year and if we have a referendum, for the General Committee to set the rate?"

Fred Slusher changed his motion as follows; "That the wages for the election board be $8.00 per day for general elections, and special elections will have the rate set by the General Committee." Seconded by John Elmore. Upon question the motion carried.

Imogene Williams, addressing cards	$ 3.00
Central Ill. Light Co., hall lights	1.66
Office rent	11.00
Labor deducting dues	9.00
Telephone rental	2.57
Office supplies and to Ray Defenbaugh for duplicating machine supplies	72.94

Motion by Moses Boyd, seconded by Fred Liesch, that the bills be paid. Uon question the motion carried.

1645 WILLIS JARNAGAN. "I understand that there is a fellow working in the Yard who quit a little over a year ago and had a quit slip. His name is Cecil

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Butler. I was down there this morning and saw the Superintendent about it and he said he can't do anything about it but for me to see what the Union thinks about it. I have been there about five years and I don't think it is right. His foreman told me he got a quit slip and Cecil says he did not."

Motion by Fred Liesch that this case be turned over to the Seniority Committee. Seconded by John Elmore. Upon question the motion carried.

Glen Hogue asked what they intended to do about calling men back to work.

B. F. Hogue. "We have a condition that has been talked over, but nothing has been done at all. We have normal forces set up. That means the number of men for whom the company can find enough work each year, for them to make a living. We have a lot of men out of work who have been working here for three, four and five years.

The company had the idea of doing this. In the Barbwire Department, for instance, it has been bad every since September. The idea of the company was to switch men from one department to another. Suppose business was good in the Nail Mill and the normal force was working six days per week, or an average of 40 hours. In the place of hiring men back, they would transfer men from another department who can do that kind of work and who are not getting 40 hours."

John Elmore. "The thing you would be doing there, would be taking care of our dues paying members."

B. F. Hogue. "What do you say we have the Wage Committee see what they can work out on this thing?"

Motion by Otis Walden, that the Wage Committee investigate and bring back their recommendations to the next meeting of the General Committee.

G. Hogue. "Our department is a seasonal department. When we set our normal force we set it for winter operation and intended to call men back in the summer as temporary men. This time, they are not calling men back. Some have been back three years and some four years. He called back only three men and then quit calling them back. We need skilled men and we haven't enough skilled men."

Motion of Otis Waldon was seconded by Roy Jordan. Upon question the motion carried.

TOM BOLT. "A question was asked of me, about some of the laborers bumping off some of the trimming gang. It is claimed that the trimmers work for the laboratory, but the Dock foreman signs their cards. They are younger men than some of the Dock men, who are much older, and they want to know if they have any right to bump off the labor men. They are working more days per week than the Dock men."

B. F. HOGUE. "We have had that up and I wrote to Hank Mohn about ten days ago. We had a case of Reader who was back on the job and Light and Graham, who were laid off. We tried to have Reader bumped off and the company came back and said it was a laboratory job and I sent it back to Hank Mohn and asked him if that was right. I didn't get any answer from Hank on it."

TOM BOLT. "I was in the office when Hank Mohn talked to Reyer about it. Ed said they needed Reader to inspect billets when they ship to Acme. What I want to know is if the men can bump off the trimmers."

NAT CLIFTON. "It seems to me that the Italian guys used to do all of the trimming for shipping. If these old men can do it for the shipping wire, it seems funny that they must have these other fellows to trim rods for the wire mill."

Nat Clifton said he would meet with Tom Bolt and try to settle the matter.

Wm. Emmons brought up a safety condition. He said that R. Yaden took care of the switch lights and fire extinguishers at the steel plant, and that when operations were low, they only give him three days per week, and consequently about half of the switch lights are out at night and it created a dangerous condition.

4646 Tom Bolt said that fire extinguishers were found empty, on the Dock, many times when Yaden was on short time and it might cause a bad fire sometime.

It was agreed to write to the Safety Department and call this to their attention.

Motion to adjourn by Mike Sigmund, seconded by John Elmore.

Meeting adjourned.

(Signed) EARL LOWMAN,
Secretary-Treasurer.

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Minutes of Regular Meeting of the General Committee of the Independent Steelworkers Alliance, at the Alliance Hall, Monday, June 6, 1938 at 3:30 P.M.

Bruce F. Hogue, President, called the meeting to order.

Earl Lowman, Secretary-Treasurer, called the roll which showed the following members present: John Elmore, Everett Brown, Harry James, Bert Adams, Ted Allagaier, Nat Clifton, John Johnson, Harty Mahaney, Mike Sigmund, Otis Waldon, Earl Lowman, Ted Walters, Frank Hess, Walter Mingus, Wm. Hartseil, Harold Knight, Fred Slusher, Roy Jordan, Marvin Merritt, Henry Mohn, Adolph Hartseil, Wm. Ewers, Nelson Vance.

Earl Lowman read the minutes of the special meeting of the General Committee, on May 9, 1938. The minutes were approved as read.

B. F. Hogue. "We have a case today that will take considerable time. We had a case in the Bundling Room in the last month, that has occupied the entire month on seniority. It appears that the company has changed the policy that they had in effect before, and in the future, intend to weigh the merits of the men, one against another, to keep the best man. I think we all know that the seniority agreement calls for ability. Super-ability don't mean a thing at all. The Management, in this case, has stressed super-ability all the way through. We have made a hell of a fight on it. We have already met with John Moritz, Dan Sommer and the Executive Committee of the company on this case. We are going to read the minutes of the meeting with the Executive Committee on the case, and not the minutes of the meetings with John Moritz and Dan Sommer, because this contains all of the arguments that we put forth in the other meetings.

We have made a hard fight on it. There has been a lot of bit-erness over it, which is unfortunate. One thing, we can't have, is the company setting one man against another. Of course, we need men who can do their jobs. Any union in the country will uphold that right. I think even though the Management has said, that in the future they will be very careful, but still if they can get away with this, they have established a new precedent. Something that they didn't have before, at all. We have had a hard time of it because part of the committee at various

times, told the foreman that this man was no good. That has arisen to confound us at every opportunity. This has come up at all of the meetings. It is a difficult thing to fight, not only the company, but your own members as well. What the next thing will be, I don't know. We can take it to the Labor Board. That is one way. There is a definite hazard there because we may get into a lot of legal difficulties that will cost a lot of money. We would probably have to take a lawyer along. We would have to pay our costs. One thing which I have got in this case, is that the company don't want us to take it to any outside agency. That, I am sure of. We will have to fight this case to a conclusion or we will suffer in the future. This man is coming back to work next week. That is because another man is taking a leave of absence. That will not settle the case. I don't think, if you men see the danger in the thing as I do, and as a lot of our members do, we will authorize the seniority committee to go ahead as they deem it best in this case. If conditions change, maybe the case
4647 should be dropped. If they don't change, the case should go right ahead. In this case also, we have an impeachment, too. Sixteen members of the Bundling Department have signed a petition to remove their department chairman."

B. F. Hogue read the names of the men who had signed the petition.

B. F. Hogue. "That will be passed on by the Committee on Rules, Ways and Means. We will turn it over to Harry James, for his committee to handle."

Mike Sigmund asked if it was necessary to name a reason in the petition for the removal of a committeeman.

B. F. Hogue. "According to the by-laws, it is not necessary to give a reason."

The clerk read the minutes of the meeting of the Seniority Committee with the Executive Committee of the Keystone Steel & Wire Company, in regard to the Jackson case.

B. F. Hogue. "You have heard the minutes of that meeting. I think you will all understand from that, the features of the case. What do you want to do in the

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case? Do you want to go ahead with it, as I said before, or do you want to go as far as we can and then drop it? There are legal ways to go ahead without a strike, if we want to do it that way."

JOHN ELMORE. "I don't see why we should drop it. It looks like a case of foreman's choice, to me."

FRED SLUSHER. "You say the rest of the department voted 11 to 3 for this man?"

B. F. HOGUE. "Yes."

F. SLUSHER. "What was the vote on, ability or what?"

B. F. HOGUE. "They voted between the two men. Because they pool their earnings out there, we thought that would give a true picture because a poor man in the crew would hurt their earnings."

After discussion, motion by Fred Slusher that we turn the case over to the seniority committee will full power to act. Seconded by John Elmore. A standing vote was taken. The motion carried.

B. F. HOGUE. "We have a similar case coming up from the same department. When they kept Olson, they also laid off another man, Karsgens, who is older than Olson."

MIKE SIGMUND. "Langham told me that he was going to have a case and was going to ask for full pay for the time he has been off."

Earl Lowman read the following bills for approval:

Central Illinois Light Co., Apr. 7 to May 9	$ .75
Chicago Flag & Decorating Co., 2 flags	9.25

Motion by Marvin Merritt, seconded by Henry Mohn, that the bills be paid. Upon question the motion carried.

Earl Lowman read the following applications for membership in the I.S.W.A.: Leo Keller and Rudolph DeSutter.

Motion by John Elmore, seconded by Marvin Merritt, that the applications be approved. Upon question the motion carried.

B. F. HOGUE. "We have one more thing to talk about. Last month, the Wage Committee was authorized to meet with the company and talk to them about transferring men from one department to another when one department was slack and the other one was busy. That would be loaning men as needed. We find that it is hard to draw up a plan that is hard and fast, because of the wide

variety of work and the difference in skill in different departments. We had one case last week where they took Barbwire men into the Fabric Department. We also had a complaint from the men who are laid off in the Fabric Department, who have been coming back every summer for three or four years. They thought they should be called back instead of taking on the Barbwire men. The question is to determine where our duty lies.

It would seem that our duty lies with our active
4648 and dues paying members. Do you want to follow
that policy here? Or do you want to take care of the men at Keystone first, or do you want to leave it wide open and let the company hire men if they need them?"

After considerable discussion, it was agreed that it would be best not to enter into an agreement on anything in this matter, so that in case anything happens, we will be free to go ahead and make a fight on it.

HENRY MOHN. "Instead of men coming to Tom Bolt, they come to me over there. They asked me about sharing work. I remembered that we said we would share time. But if there was two days extra per week, it should go to the oldest men."

B. F. HOGUE. "Do you share time over there?"

H. MOHN. "Yes, the mule skinners and the laborers do."

B. F. HOGUE. "If you were sharing time before the date of the agreement, you can still continue to share time."

Motion to adjourn by Mike Sigmund, seconded by Marvin Merritt.

Meeting adjourned.

(Signed) EARL LOWMAN,
Secretary-Treasurer.

Minutes of Regular Meeting of the General Committee of the Independent Steelworkers Alliance, at the Alliance Hall, Thursday, July 7, 1938 at 3:30 P.M.

Bruce F. Hogue, President, called this regular meeting to order.

Earl Lowman, Secretary-Treasurer, called the roll which showed the following members present: John Elmore, Everett Brown, Ted Walters, Tom Bolt, Al Lowe,

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Lester Wolpert, John Johnson, Paul Bessert, Glen Hogue, Algie Bitner, Walter Phillips, Harry James, Paul Dorethy, Ted Allgaier, Adolph Hartseil, John Cordes, Richard Knieriem, Ray McAvoy, Melvern Tester, Varlon Showalter, Earl Lowman, George Clinch, Frank Hess, Nat Clifton, John Taylor, Eugene Foltz, Seward Hires, Fred Liesch.

Earl Lowman read the minutes of the last regular meeting of the General Committee on June 6th. The minutes were approved as read.

Earl Lowman read the auditor's report as of June 7, 1938.

B. F. Hogue. "What is your pleasure on the report of the auditors for the past 90 days?"

Motion by Nat Clifton, seconded by Walter Phillips, that the report be approved as read. Upon question the motion carried.

Earl Lowman read the following bills for approval of payment:

Office rent	$11.00
Telephone	1.50
Labor deducting dues	9.00
Ray Defenbaugh, office supplies	11.71
Central Ill. Light Co.	.75
Reyburn Insurance Co., surety bond	5.00

Motion by V. Showalter, seconded by Nelson Vance, that the bills be paid. Upon question the motion carried.

B. F. Hogue. "Here is a letter from the Executive Committee of the Keystone Steel & Wire Company. We got it about ten days after our last meeting."

4649 The clerk read the letter from the company, in regard to the Jackson vs Olson case, from the Bundling Department.

B. F. Hogue explained the case, how it had been handled so far, and the reason for its great importance. He explained that the letter from the company had been read for information only, as the case is in the hands of the seniority committee.

Earl Lowman read a communication from Paul Cantrall of the Steel Plant Electrical Department.

B. F. Hogue. "This petition, in effect, means just this. Last winter, when the working agreement was negotiated, many things were talked over. One of these things was that they didn't want members bumped back every

week into various jobs. One case mentioned was in the Drawing Department. The agreement was worked out, and was worked good in most departments. One case that has come up is on the crane job in the Electrical Department. If one man stepped back it was possible for 16 men to make up one day per week. If he didn't step back, they couldn't make up any time. Several meetings were held and the upshot of it was that it was laid on the table here for a modification of the rule. These rules are company policy. We must understand that we can't make a change without approval of the company. If any action is taken it must be approved by them. This body of men has the right to approve or disapprove of any change."

FRED LIESCH. "I understood that Harry Taylor asked to be put back on the Gantry crane so that he could get an extra day per week."

B. F. HOGUE. "I don't think that is right, but I think he did agree that he was willing to go along with the department, if they felt that way."

NAT CLIFTON. "What I criticize the Electrical Department for, was setting these men back there strictly against our working agreement. I said to Paul Cantrall, if the agreement is wrong, let's change it, let's not go along violating it. The agreement says a man shall not be demoted or laid off in order to make up lost time."

B. F. HOGUE. "It would seem from what has been done, that the thing to do would be to take the rule out or else go back to these other departments and restore these men all the way through. If it is illegal here, it is illegal in other departments, too."

FRANK HESS. "From what I understand, Mr. Taylor didn't serve his time in the Blooming Mill and that was the reason he was set back to the Gantry Yard."

B. F. HOGUE. "That is true but the fact remains that he was set back from the job he was on."

Motion by Nat Clifton, seconded by Harry James, that the rule stay just the same as it is. Upon question the motion carried.

B. F. HOGUE. "Now, what do you want to do about it? It is being violated in all of these departments. I would like some advice on that. Do you want me to change all

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of these departments where it is being done, or do you want me to wink at it? Now a motion would be in order, telling me to stop it, or telling me to wink at it."

After discussion, B. F. Hogue stated that he would wait for violations to be reported and any cases would be brought up next month.

V. SHOWALTER. "I received a letter containing criticism against me that I don't like at all. We went up to Earl Lowman and talked to him about it where some men were working three days, some four days and some five days. That was on account of the power failure that week."

V. Showalter explained the case. He said that his Committee had lived up to the agreement, that anybody in the normal force should not lose more than one day per week more than the other fellows.

SHOWALTER. "Bruce told me that was going against the I.S.W.A."

B. F. HOGUE. "This controversy arose some time ago when the power was off at the wire mill. The men who were on duty at that time, lost a day. That is just another rule. The agreement sets up a picture of what a man should be entitled to get. It says the equal
4650 distribution of work should be based on four week periods."

E. Brown presented a list of hours worked by men in the Galvanizing Department.

B. F. HOGUE. "The thing I can't understand is how there can be 40 hours difference in the time of different men in the month."

After considerable discussion and recrimination, B. F. Hogue asked the pleasure of the Committee on this question.

B. F. HOGUE. "These men claim that it is unfair to make up time lost when the power was off."

V. SHOWALTER. "I think the sixth day in our department, should rotate and give us all a share of it. We are splitting with men nine years younger than we are, and the men one year older than we are, get the best part of it."

E. BROWN. "You stated that we didn't have the department behind us. If we are representing the men, and there is a certain group for it, and a certain group

against it, what should we do. I think they had about three old men who were kicking about the way it was to go. There was three times that many men who were for us. What should we do?"

B. F. HOGUE. "It would be your problem to find out what the majority of the men want to do and go ahead with it."

V. SHOWALTER. "I think I lived up to the bylaws and rules, and got a letter like that. I think you owe me an apology."

B. F. HOGUE. "Absolutely not."

After further long discussion, B. F. Hogue stated that any change in the seniority rights of members would have to be decided by referendum vote of the entire membership.

Ted Walters explained about a case in the Rod Mill, where the men were unable to get 48 hours per week.

B. F. Hogue asked what the men thought about printing a union paper.

John Cordes suggested that it be printed once per month, after each meeting of the General Committee.

Motion by Nat Clifton, seconded by Al Lowe, that the union publish monthly, a paper containing news of the activities of the union, as well as other news of interest. Upon question the motion carried.

Motion to adjourn by Harry James, seconded by Nat Clifton.

Meeting adjourned.

(Signed) EARL LOWMAN,
Secretary-Treasurer.

Minutes of Regular Meeting of the General Committee of the Independent Steel Workers Alliance, at the Alliance Hall, Monday, August 1, 1938 at 3:30 P.M.

Bruce F. Hogue, President, called the meeting to order.

Earl Lowman, Secretary-Treasurer, called the roll which showed the following members present: John Elmore, Garnett Yocum, Earl Lowman, Henry Mohn, John Taylor, Eugene Foltz, Mike Sigmund, Roy Jordan, Ted Walters, Ted Allgaier, John Johnson, Glen Hogue, Otis Waldon, Harry James, Tom Bolt, Wm. Ewers, Wm. Hartseil, M. Tester.

Earl Lowman read the minutes of the last regular meet-

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ing of the General Committee on July 7, 1938. The minutes were approved as read.

4651 Minutes of Special Meeting of the General Committee of the Independent Steel Workers Alliance, at the Alliance Hall, Monday, August 22, 1938 at 3:30 P.M.

Bruce F. Hogue, President, conducted the meeting, assisted by Earl Lowman, Secretary-Treasurer and J. Mahannah, clerk.

The President called the meeting to order.

Earl Lowman called the roll, which showed the following members present: John Elmore, Harry James, Ted Walters, Adolph Hartseil, Wm. Girdzus, Glen Hogue, Walter Phillips, Earl Lowman, Tom Bolt, Guy Jarnagan, John Cordes, Moses Boyd, Mike Sigmund, Bert Adams, Ted Allgaier, Nat Clifton, John Taylor, Paul Cantrall, Fred Slusher, Alfred Guppy, Frank Hess, Wm. Evers, Nelson Vance.

B. F. Hogue. "The purpose of this meeting is to obtain a new home for the union and find some place to move. We have had a couple of offers of sales of property to the union and another alternative offer of moving in here. We have a couple of members who will state their propositions, who are interested in selling property for the purpose of a meeting hall and office. We will hear what they have to say and then discuss what to do. I wonder how many of the Rules Committee are here? We will hear from Homer Richards first, since he was the first one to offer a proposition."

Homer Richards. "I have some lots right across from the Gup Hotel where they have taken that dirt out. That is the cleared lot across from the Gup Hotel. I have an option on the Gate Office building for $400.00 and it will cost $350.00 to move that building up there and I ask $300.00 for the lot. It will cost about $450.00 to put a basement in. That would make the whole thing about $1500.00."

B. F. Hogue. "We would have to have some form of heat. It has radiators in it now. We would also have to have water piped in."

Homer Richards. "That building is 30 feet six inches by 20 feet. The employment office building sold for

$500.00 but the Gate office is in better condition than the employment office was."

B. F. Hogue. "We would be faced with a higher cost of fitting the gate office building for our purpose than we would the employment office. I examined the building this morning. By the time we put water in and put in heat, it would cost another $400.00. That would be a cost of $1900 and the building needs painting and remodeling."

Mike Sigmund. "Why did you have to get prices on that old building?"

Homer Richards. "I was asked to."

Mike Sigmund. "Don't you think we could buy it cheaper than that?"

B. F. Hogue. "No, they are bid that much for it. We have heard the Gate Office proposition. Now we have Bob Tabernacki, whose Dad owns an apartment building and a hotel building, which is the old Firth Hotel. He wanted $4,000 for it up to last week. Last week, he came down to $3,000 on it. But Bob tells me his Dad says that don't include any furniture. I think Bob wants to tell us about the building.

Robert Tabernacki. "Most of you guys know what it is. It is an old building but he spent a lot of money on that place fixing it up. It has a new heating system in it and a stoker. He is sick and wants to get it off of his hands. It is all in good shape."

B. F. Hogue. "How many rooms are in it?"

Tabernacki. "There are eight rooms upstairs and a bath and downstairs used to be a tavern. There are five rooms downstairs, with a kitchen and shower. Six rooms, including the bar room and a full basement."

B. F. Hogue. "That has a full basement?"

Tabernacki. "Yes."

4652 B. F. Hogue. "It has a hot water heating system. What is the income from the apartments?"

Tabernacki. "Five dollars per week."

B. F. Hogue. "How much did your father put out on this building?"

Tabernacki. "About $1200.00."

B. F. Hogue. "How much more work does the building need?"

Tabernacki. "Just the second coat of paint."

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B. F. Hogue. "There is one thing, in this property we would have room for future expansion. The bank seems more in fabor of lending money on the big building than they do on the other one. Fishel didn't like the lot for the other one, in any of our discussion."

After discussion:

W. Phillips. "Are you thinking of using this for a meeting hall?"

B. F. Hogue. "Yes."

Mike Sigmund. "My opinion is that if we buy two lots where the dirt isn't moved and a building, we will be better off. Of course, we have got to go in the hole. That is the only way you get rich. Richards said he would sell those two lots for $500.00. I believe we would be able to build a new building for $2,000. I am not in favor of buying the gate office building."

B. F. Hogue. "What do you think of the Tabernacki building?"

Mike Sigmund. "Well, there would be some income from the apartments."

Paul Cantrall. "I would say the Tabernacki building would be my choice, on account of the income. I think it should be a referendum vote of the members before you buy any building. There would be more criticism than you could handle if that was not done."

B. F. Hogue. "That would be a simple thing to do."

Henry Mohn. "There is a gentleman here who has 90 feet across from the Gup who will sell it for $250.00. If we wanted to move a place there, we could. That would be a better buy than the other place."

Mike Sigmund. "I make a motion that we take a secret ballots on whether to buy the Tabernacki place or buy lots of Homer Richards."

B. F. Hogue. "This will be only the opinion of the General Committee and then we will have to have a recommendation from the Rules Committee before we can go ahead. We will take a secret ballot."

Mike Sigmund. "The next General Committee meeting will be the first Monday after Labor Day."

John Cordes. "Do we have to get out of this hall?"

B. F. Hogue. "No."

B. F. Hogue. "I think the fairest way to vote would

be to write on the ballot if you want to buy Homer Richards' lots and the Gate Office or if you are in favor of Tabernacki's proposition, write "Hotel". That will give us an expression all around."

HENRY MOHN. "I think the Rules Committee could give us a recommendation on it. This place costs us $20.00 whether we use it or not. Why not move our office upstairs here until we get it settled?"

B. F. HOGUE. "The trouble is in the safety of our records. Damage to them by a competitive organization could cripple us pretty badly. That is what we have always been more or less afraid of."

JOHN CORDES. "In the hotel building you will have people living there who could hear every meeting going on."

TED ALLGAIER. "If we approve it and put it up to the members, we are not laying ourselves liable."

4653 HENRY MOHN. "Can't come of the officers store the records in their hotel until such time as we have it settled?"

Nelson Vance seconded the motion of Mike Sigmund.

PAUL CANTRALL. "I want to make an amendment to that motion, that the members vote on the question in the final analysis."

Seconded by Ted Allgaier.

B. F. HOGUE. "All in favor of a referendum vote on the question of buying or renting a building as a home for the organization, stand up."

Upon count of the members standing, it was found that the amendment had carried.

B. F. HOGUE. "All in favor of having a referendum vote on the question of buying or renting a building, have voted. Now the motion was to have a vote on Homer Richards' Gate Office or Bob Tabernacki's hotel place. I will appoint Paul Cantrall and Ted Allgaier as tellers."

MIKE SIGMUND. "I make a motion that we buy three lots off Homer Richards and build a new building or buy the hotel building. Homer wants to seel 88 feet front for $500.00."

HENRY MOHN. "I will make a motion that we look into all three properties. Here is a gentlemen who will sell us 90 feet for $250.00."

BLEED THROUGH – POOR COPY

B. F. Hogue. "He has a right to offer his property the same as the other members."

Nat Clifton seconded the motion of Henry Mohn.

B. F. Hogue. "I think we should vote on all three places."

Mike Sigmund. "I say if you want to buy Tabernacki's place, vote No. 1; Homer Richards place, No. 2; and Frank Hess' place No. 3."

The ballot was spread. Ted Allgaier, Moses Boyd and Paul Cantrall acted as tellers. The first ballot was declared illegal because more than one vote was cast in some departments. Another ballot was spread. The result of the balloting was was follows:

No. 1,	16 votes
No. 2,	0 votes
No. 3,	2 votes

B. F. Hogue. "In accordance with the vote, we will have the Rules Committee get together and inspect the buildings and check it over and investigate the proposition. If they are satisfied with it, they will be instructed to follow the recommendations of the General Committee and conduct a referendum vote as soon as it can be properly done."

B. F. Hogue made arrangements with Harry James, Chairman of the Rules Committee, to meet with Mr. Tabernacki the next morning.

John Elmore asked if it would be legal to vote for a $1.00 assessment per member, at the time of the referendum.

B. F. Hogue. "That would be legal, but I wonder if it is necessary."

Motion to adjourn by Mike Sigmund, seconded by John Elmore.

Meeting adjourned.

(Signed) Earl Lowman,
Secretary-Treasurer.

Minutes of Regular Meeting of the General Committee of the Independence Steel Workers Alliance, at the Alliance Hall, Monday, September 12, 1938 at 3:30 P.M.

4654 Bruce F. Hogue, President, called the meeting to order.

Earl Lowman, Secretary-Treasurer, called the roll,

which showed the following members present: John Elmore, Walter Phillips, Earl Lowman, Tom Bolt, Walter Mingus, John Taylor, Nelson Vance, Frank Getz, Fred Slusher, Roy Jordan, Ted Walters, Nat Clifton, Wm. Ewers, John Johnson, Glen Hogue, Algie Bitner, Otis Waldon, Harry James, George Clinch, Lester Wolpert, Wm. Girdzus, Wm. Hartseil, Melvern Tester, Paul Cantrall.

Earl Lowman read the minutes of the regular and special meetings of August, 1938. The minutes were approved as read.

B. F. Hogue. "Now, we have quite a bit of business before us this afternoon. We have an appeal case and two other cases. One case from the Scrap Department. Under our bylaws, we must have approval of the General Committee before we can take a case to the Executive Committee of the company. As you know, the Scrap Department has been working for very low wages for a year. The union takes no blame for that, because the men agreed to it against our advice. Now the men are tired of it. The department committee has taken it up and then turned it over to the Wage Committee. The Wage Committee is to meet with the Executive Committee tomorrow morning, if you men will give them permission. We have another case from the Patenting Department. Those men have only averaged 27½ hours per week for one year. The department is a low paid department in comparison with the majority and we have had a lot of dissatisfaction out there, and since we have a final refusal from D. P. Sommer on the case, I think we should go ahead with it tomorrow. These two cases, we have been unable to settle with D. P. Sommer. If you men think these cases should be carried further, as I think, I will entertain a motion to carry them on up."

Motion by Lester Wolpert, seconded by Walter Phillips, that the Patenting Department and Scrap Department cases be taken to the Executive Committee, by the Wage Committee. Upon question the motion carried.

Earl Lowman introduced Mr. Reyburn, from the Reyburn Insurance Agency in Peoria, who explained a policy he had prepared to insure our office furniture and fixtures against fire. He also quoted prices for burglary or theft insurance.

BLEED THROUGH – POOR COPY

B. F. Hogue. "We figured on a $1000 policy on the furniture and fixtures. It would cost $21.00 for three years."

Nat Clifton asked why it was so high.

Mr. Reyburn explained how fire insurance rates are computed. He also quoted a rate upon a policy covering office burglary and theft which covers a $250.00 loss for four different hazards. This policy was explained and a rate quoted of $17.50 per year."

B. F. Hogue. "I think the hazard of loss of money would be little here."

Mr. Reyburn left the meeting.

After discussion, motion by Paul Cantrall, seconded by John Elmore, that the fire insurance policy be accepted. Upon question the motion carried. It was decided to make further investigation of burglary or theft insurance.

B. F. Hogue. "Now, we have an appeal case. It has been heard by the seniority committee and affects members John Brod and Eugene Estes, both Rod Mill men. In order that everybody can have a picture of the case, we will read the minutes of the seniority committee meetings. Then we will hear the testimony of the two men and any witnesses they may care to present, so that you may be able to give a proper decision on the case."

The clerk read the minutes of the seniority committee meetings in regard to this case.

B. F. Hogue. "The question in this case is that Estes started in the Rod Mill on the gas producer. Member
4655 Brod, who is asking for an appeal, happened to be on the skids when these gas producer men's jobs petered out. Member Estes, who is an older man in the service of the Rod Mill, was also put on the skids. Brod was on the skids for quite a few years before the gas producer job petered out. Now, another job opens up and the question is who should get that work when Joe Killen goes on the heating job. The deciding reason that the seniority committee felt they were all even on the skids job, and they felt that the oldest man should go off of the skids first. That is the only thing involved, because they are both old enough to hold jobs on the skids. Now we will hear from the men."

John Brod. "The gas producer was one cent per hour less than the skids. Not one man from the gas producer came on the pushout. Nobody comes to the charger or the

skids. When he came from the gas producer to the Rod Mill, another man went from the gas producer to the Yard. He worked three or four days in the Yard and then we went back to the skids. I was five years on the skids before he came on the skids. I was broken in over four years on the charger and sometimes run the charger five and six months at a time, before he came in."

B. F. Hogue. "What do you think should have been done with Estes when his job on the gas producer terminated? He was in the Rod Mill before you were, on the gas producer, even though it was not in the line of promotion. What are you going to do with these men? Would you set them outside?"

B. F. Hogue. "Did you break Estes in on the skids?"

Brod. "Yes. Then I was six months ahead of him on the charger."

Estes. "I always worked ahead of you on the charger."

B. F. Hogue. "Brod, do you think you should be ahead of Estes because you were on the skids first?"

Estes. "I always considered that I belonged to the furnace crew. Gilden told me I was ahead, and put him on the skids because there was nothing inside for me to do. I worked ahead of John all the time."

John Brod. "Here is Jack Knable. He is the oldest man in the Rod Mill. He started on the skids, then he broke in the charger. When we started on five days, then we worked skids. Both of these men came out of the gas producer."

Ted Walters. "Estes was working on the skids because they took him off and put him in the gas producer on account of the fact that nobody else would take that job."

B. F. Hogue. "These are some of the problems that the seniority committee gets into. Both men give you a good story. The seniority committee decided in favor of the oldest man in the Rod Mill. Estes is the oldest man in the mill and his job terminated and he was assigned to another job that he could handle. The only question is who should be ahead."

Motion by Otis Waldon, seconded by Nat Clifton, that we take a vote on the case.

B. F. Hogue. "A vote 'Yes' will be in favor of the decision of the seniority committee. A vote 'No' will be against the decision of the seniority committee."

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A secret ballot was prepared and spread. Roy Jordan, John Elmore, and Wm. Ewers were appointed as tellers. The result of the balloting was as follows: Yes 13 votes, No 2 votes.

B. F. Hogue. "That means that the decision is in favor of Estes and will stand. The case is closed."

B. F. Hogue. "Now, we have a few bills here for passing out the paper. We employed two boys at $1.00 per time. It is quite a little task and $1.00 is very reasonable for the work. We also have a rate of pay for the election board at the referendum. We had a referendum vote upon the purchase of the building. Under the rules, this body of men is to fix the salary for our election board. Then we want to see about our telephone and the closing in of our office."

Earl Lowman read the following bills for approval:

4656

Hiring two boys, 3 times to distribute "News Flashes"	$ 6.00
Reyburn Insurance Agency, fire insurance premium	21.00
C. Ulrick, attorney fees	2.00
Office rent, 2 months	20.00
Postage	.38
Telephone	2.34

Motion by Nat Clifton, seconded by Lester Wolpert, that the bills be approved for payment. Upon question the motion carried.

B. F. Hogue. "Now how about a rate of pay for the election board."

N. Clifton. "I think they should get as much as they lost by not working."

Glen Hogue. "I move that they be paid average pay."

After discussion, Glen Hogue amended his motion as follows: "That the election board be paid $8.00 each for the day." Seconded by Nat Clifton. Upon question the motion carried.

B. F. Hogue. "Now, as you can see, our office is out in the open. We can enclose in with some sort of wall board. Should it be closed up or should it be left out here?"

John Elmore. "I think it should be closed up."

B. F. Hogue. "I talked with Mrs. Elgin, and she said it was Okay to move our office in here and I talked to her about the heat. She said if she had to keep the

building warm from November to April, she would have to have $5.00 more per month for these months. I think we should have a lease on the building before we do any work. What is your pleasure on closing off the office? Of course, if we can't have a lease, we will let the stuff set out."

PAUL CANTRALL. "I make a motion that the officers see what they can do about securing a one year lease on the place. Have it understood that anything you put in you can take out when you leave. If the lease is satisfactory you can go ahead and close up the office as cheaply as possible." Seconded by Lester Wolpert. Upon question the motion carried.

PAUL CANTRALL. "There has been quite a bit of confusion in the different departments, in regard to where the agreement states that a man cannot be demoted in order for men to make up time, or get six days per week. I want to make a motion, that until the time comes when we make a new agreement, which will be next month, that every department make their own interpretations of that clause in the agreement. There are some dpartments that just can't get six days unless they demote a man. Some departments are using it in one way and some in another. I make a motion that every department use their own system in interpreting that clause."

B. F. HOGUE. "This is a direct outgrowth of the vote we took here some time ago. Since that time we have had a bitter fight in one department on this. One man was almost fired and they were both laid off for a while. That was in the Galvanizing Department. Here in this department, the outgrowth of this was, two weeks ago, we had a complaint that the rule was violated. It was turned over to me by Earl Lowman and Nat Clifton and I immediately notified the company. Now, Paul Cantrall asked that each department have the right to interpret the rule as they see fit and not as the rule reads. I have enforced the rule just as much as possible. Paul Cantrall's motion is that all departments have the right to interpret that rule reading, 'No man should be demoted in order for a man to work six days'."

NAT CLIFTON. "I say either live up to it or throw it out. It was settled before, to live up to it and either live up to it or throw it out."

BLEED THROUGH – POOR COPY

B. F. Hogue. "I think the rule has caused a lot of trouble but it has done some good too. The rule was made originally for one department which worked their problem out very well and we have had trouble from other departments."

Paul Cantrall. "What is this union for? Is it to favor one department against another? Our department cannot make up time unless we can set a man back in the lineup the way he advanced. I know that you have the same condition in other departments. I am still in favor of a 40 hour average. A department that
4657 works three days per week for six months and then can't work more than five days, have you a right to get a 40 hour average?"

B. F. Hogue. "The rule was made in consideration of bad times. Nobody ever thought of anything else when that rule was made."

Otis Waldon. "We don't want to forget that the only thing the old man has got is the right to make up time first. The young men have got vacations from one year on. That is the only thing that senior men have got. I think the senior man should have the best job."

B. F. Hogue. "I will say that if we made an investigation, we would find that not more than five departments are violating the rule."

Paul Cantrall. "Our agreement was for a 40 hour average. So far, we are still working on a 40 hour average week."

Lester Wolpert. "I don't think we should demote anybody in order to make up vacation time."

Paul Cantrall. "It is recognized by all of us, I imagine, that if nobody would work six days per week, you would need more men at Keystone. It is recognized by all of us, that having as many men as he did have for this three year period, is what screwed us up and gave us such short time. It is my argument that we shouldn't load up with a lot of men again. If we do it again, we will have it to go through again."

Paul Cantrall said he would withdraw his motion and his department would go ahead and work the way they have been working.

B. F. Hogue. "Here is the portion of the Wage-Hour

Law, or an interpretation of it, in which we can ask for a continuation of the 40 hour average week."

B. F. Hogue read that portion of the law from Section 18. He explained how contracts can be made under the Wage-Hour law.

B. F. Hogue. "Before anything can be done, we will have to be approved by the National Labor Relations Board. We will have to prepare a petition to show that we are a bonafide union. We may have to have an election. The Board will come down here to examine our records, books, etc. After this, if they are satisfied, they will issue a certificate that we are bonafide, and that we do represent the majority of employees at the Keystone Steel & Wire Company. After that, any agreement that we make will stand up in court of law without any question or attack. That is what we are up against. We are ready to submit to any examination that the Board cares to make. We must be approved if we are going to have an organization. This thing is bound to cost us some money. Maybe $300.00, maybe more. I don't know. Maybe just $100.00 for a petition. It costs $100.00 to put a petition before the Board at $50.00 per day for attorney fees. Some lawyers charge $100 per day. They tell me that L. Kavanaugh is very reasonable. This fellow Urlick has been very nice but I question whether we want him with us or not because I did not like some of the things in connection with him that came out in the Altorfer case. Do you fellows want to go ahead as we are now, or do you want to try to get the sanction of the Board for our union? Until we get that, we will always be open to attack by any other organization that wants to horn in. It seems that this would be a good thing to do now while we have no serious cases pending, rather than to wait until we have attacks by other organizations. What is your pleasure?"

O. Waldon. "I make a motion that our officers proceed with negotiations to have our union approved by the National Labor Board."

Walter Phillips. "If you get approval, that will do away with paying a man when he is taken off of his job."

B. F. Hogue. "No. The company will still have to pay men meeting with them during working hours, just as they do now."

BLEED THROUGH – POOR COPY

Motion of O. Waldon was seconded by Harry James. Upon question the motion carried.

B. F. Hogue. "How about hiring a lawyer?"

Paul Cantrall. "I make a motion that the
4658 officers use their own judgment on the choice of a lawyer." Seconded by John Elmore. Upon question the motion carried.

B. F. Hogue. "You have all seen the new buildings going up at the wire mill."

B. F. Hogue explained the building of the new warehouse and the conditions surrounding the building program, stating that he thought it best for us to cooperate with the American Federation of Labor construction men as long as our men are busy and do not need this work, and as long as the American Federation of Labor continues to give our union a fair deal.

Motion to adjourn by John Elmore, seconded by Lester Wolpert.

Meeting adjourned.

(Signed) Earl Lowman,
Secretary-Treasurer.

4659 Minutes of Regular Meeting of the General Committee of the Independent Steel Workers Alliance at the Alliance Hall, Monday, April 3, 1939 at 3:30 P.M.

Bruce F. Hogue, President, called the meeting to order.

Earl Lowman, Secretary-Treasurer, called the roll, which showed the following members present: Walter Phillips, Everett Brown, Harry James, Bert Adams, Al Lowe, Wm. Ewers, John Taylor, Richard Knieriem, Mike Sigmund, Dean Byrne, Earl Lowman, Ted Walters, Adolph Hartseil, Wm. Girdzus, Wm. Hartseil, Fred Liesch, Verlon Showalter, Garnett Yocum, Marvin Merritt, Ted Allgaier, Nat Clifton, John Cordes, Nelson Vance, Paul Cantrall.

Motion by Harry James, seconded by Marvin Merritt, that because of the press of business, we dispense with the reading of the minutes of previous meetings. Upon question the motion carried.

B. F. Hogue. "We have a complaint from Member L. Weller, of the Galvanizing Department. It is a seniority claim in which he claims that certain members are hold-

ing seniority over him illegally because of having their time hooked up. He doesn't know or claim just who these men are."

B. F. Hogue explained the situation in regard to seniority in the Galvanizing Department.

After discussion of the case, V. Showalter explained the case of Sam Knight, in this same department.

D. Byrne said he thought this matter should be straightened out in regard to seniority in his department. Bradley Brown said there were quite a few men in the department who were dissatisfied with the present seniority lineup.

B. F. Hogue. "I will ask Harry James, Chairman of the Rules Committee, what would be done in this case, according to rule."

After discussion, the minutes of the General Committee meeting of April 4, 1938 were read, in regard to the ruling of the General Committee in the case of Pfanz and Weiss.

After further discussion, motion by Mike Sigmund, that the proper Committee make an investigation of these cases in the Galvanizing Department, and report back to the General Committee. Seconded by Harry James.

Upon question the motion carried.

Earl Lowman read the Auditor's Report as of March 16, 1939.

Earl Lowman read the following bills for approval:

B. F. Hogue, telephone call to LaRose	$ .35
Ray Defenbaugh Co., ink pad for machine	.16
H. Gerdes, Postmaster, postal cards	12.00
H. Mahaney, auditing	5.00
H. Ackerman, auditing	5.00
R. Knieriem, auditing	5.00
South Side Printing Co., printing cards	3.00
Keystone Steel & Wire Co., labor for deducting dues	9.00
Central Ill. Light Co., Feb. 8 to Mar. 8	.90

Motion by Harry James, seconded by Nat Clifton, that the bills be approved for payment. Upon question the motion carried.

Harry James moved that the report of the auditors be accepted as read. Seconded by Fred Liesch. Upon question the motion carried.

Earl Lowman read the following applications for membership in the I. S. W. A.: George Toennigs, John Marzahan.

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Motion by Mike Sigmund, seconded by Paul Cantrall, that the applications be approved and the applicants be enrolled as members. Upon question the motion carried.

4660 B. F. HOGUE. "Is there anyting needing discussion in any of the departments?"

Fred Liesch brought up the case of Jeff Richards and Harry Gregory of the Blooming Mill. After discussion it was brought out that Richards is not a member of the normal force in the Blooming Mill.

B. F. HOGUE. "We will send a letter to Jeff Richards and explain that."

B. F. HOGUE. "We will not open the nominations for officers of the I. S. W. A. for the coming year. The first office will be that of president."

Bruce F. Hogue was nominated for the office of president, by Nat Clifton, seconded by Lester Wolpert.

Herbert Moore was nominated by Walter Phillips, seconded by Mike Sigmund.

Mike Sigmund was nominated by R. Knieriem, seconded by Walter Phillips. Frank Hess was nominated by Al Lowe, seconded by Lester Wolpert.

Motion by Marvin Merritt, seconded by Nat Clifton, that the nominations for president be closed. Upon question the motion carried.

B. F. HOGUE. "We will now have the nominations for the office of Vice President."

Charles Ball was nominated for Vice President, by Al Lowe, seconded by Nat Clifton.

Paul Cantrall was nominated by Ted Walters, seconded by Nat. Clifton.

O. B. Lee was nominated by Walter Phillips, seconded by Marvin Merritt.

Motion by Al Lowe, seconded by Fred Liesch, that the nominations be closed. Upon question the motion carried.

B. F. HOGUE. "We will now have the nominations for the office of Secretary Treasurer."

Earl Lowman was nominated for the office of Secretary-Treasurer, by Harry James, seconded by Ted Walters.

James Mahannah was nominated by Verlon Showalter, seconded by Dean Byrne.

Motion by Nat Clifton, seconded by Marvin Merritt, that the nominations be closed. Upon question the motion carried.

B. F. Hogue. "I want to say one word. I want to thank Nat Clifton for his fine record this year, at the Steel Plant. He has done a fine job and a good job. He has his reasons for not wanting to run. He has been very conscientious."

B. F. Hogue. "What is your pleasure on renting this hall to the Laidlaw's labor organization? We would like to have a rate on that. The Rules Committee recommended that we charge them $2.00 per meeting."

Harry James suggested a rate of $2.00 per meeting or $5.00 per month.

Motion by Marvin Merritt, seconded by Nat Clifton, that we set a rate of $2.00 per meeting with a limit of $5.00 per month, subject to the ruling of the Rules Committee that no other organization may rent the hall when it is needed for meetings of the I. S. W. A. Upon question the motion carried.

Motion to adjourn, by Mike Sigmund, seconded by Nat Clifton.

Meeting adjourned.

(Signed) Earl Lowman,
Secretary Treasurer.

4661 Minutes of special meeting of the general committee of the Independent Steel Workers Alliance, at the Alliance Hall, Monday, May 8, 1939 at 3:30 P. M.

Bruce F. Hogue, President, called the meeting to order.

Earl Lowman, Secretary-Treasurer, called the roll, which showed the following members present: Fred Slusher, Everett Conway, Wm. Hartseil, Roy Jordan, Eugene Foltz, Nelson Vance, Ted Walters, Miles Barler, John Michaelson, O. Teter, Thos. Leyland, Orin Draper, Glen Hogue, Algie Bitner, Carl Braden, Ray Newbury, Fred Liesch, Fred Petticord, Otis Waldon, Wm. Backes, Chas. Schooley, Guy Atterbury, Wilbur Kelley.

B. F. Hogue. "We have a letter here from our retiring Vice President, Nat Clifton, expressing his best wishes for the coming year.

Earl Lowman read the letter from Nat Clifton.

BLEED THROUGH – POOR COPY

B. F. HOGUE. "We have some bills and applications for membership:"

Earl Lowman read the following bills for approval of payment:

Earl Lowman, canvas for voting booths	$ .75
Central Ill. Light Co., Mar. 8 to Apr. 7	1.30
Ray Defenbaugh Co., supplies	9.81
Dustall Mfg. Co., sweeping compound	3.32
Keystone Steel & Wire Co., labor deducting dues for March	9.00

Motion by Otis Waldon, seconded by Wm. Backes, that the bills be allowed and paid. Upon question the motion carried.

Earl Lowman read the following applications for membership in the I.S.W.A.: George Strantz, Ernest Martin.

Motion by Fred Slusher, seconded by Otis Waldon, that the applications be approved and the applicants admitted into membership. Upon question the motion carried.

B. F. HOGUE. "I offer the following appointments to the various standing committees for the coming year:

Rules, Ways & Means Committee: Fred Liesch, Chairman, Walter Mingus, N. W. Tindell, Otis Waldon.

Wage & Working Conditions Committee: Fred Slusher, Chairman, Walter Phillips, Miles Barler, Roemer Chaney.

Seniority Committee: Ted Walters, Chairman, Algie Bitner, Wm. Backes, Wm. Baxter.

Auditing Committee: Richard Knieriem, Chairman; Joe Cose, Harry Abbott.

Motion by Fred Slusher, seconded by Glen Hogue, that the appointments be approved as read. Upon question the motion carried.

B. F. HOGUE. "We do have one modification in regard to standing committees which we should make into a law as quickly as possible. Last year, we were troubled by absence from meetings of different committeemen. This was especially true of the seniority committee when men were working. What we proposed to do was to change the bylaws, among other changes, to use all members of
4662 standing committees as alternates for the committee which happened to be short of members for a particular meeting. We have several things before the new committeemen. We have several department problems. In the Scrap Department, we have a petition for a raise in pay, to restore 50% of the amount that was taken from these men in November, 1937."

After considerable discussion on this case:

B. F. HOGUE. "I think the new committee should hold a department meeting up here and invite A. H. Sommer up here, and after the men have heard his story, we can go ahead. Or, if the men want to go ahead without talking to Al Sommer, that would be all right. We don't have to talk to Al Sommer."

B. F. HOGUE. "Another department with a case pending is the Switchmen & Enginemen. In the past two years, to be frank, they have shown no interest in the work here. Their committeemen never came to meetings. There was no cooperation, and the upshot of it was that they received no service at all. Now, we have some interest there and I believe they are going to show some accomplishment in the coming year."

B. F. Hogue explained the case in this department in detail.

B. F. HOGUE. "Then we have a case in the Patenting Department. This is a case in regard to the normal force."

B. F. Hogue explained the case in this department.

CARL BRADEN. "I think the Steel Plant wash room should receive some attention. It is dirty and filthy and has cockroaches so big they can carry you away. It is plenty dirty all over."

Fred Liesch said the condition of the wash basin was better but the shower bath had a rubber mat that was so heavy one man could not take it out to clean it and this mat and the shower room were in terrible condition.

Roy Jordan said he thought there should be some cuspidors at the Wire Mill washroom to keep men from spitting on the floor.

Wm. Backes said there was insufficient hot water at the wire mill washroom.

O. WALDON. "For a safety measure, the hot water tank at the new washroom should be covered with asbestos. It is right by the toilet and sits right on the floor. It is very easy to get burned on it."

After discussion of wash room conditions generally:

B. F. Hogue suggested that all members of the General Committee stand while their names were called, so that everybody will know who his neighbor is.

BLEED THROUGH – POOR COPY

Earl Lowman called the roll, and the Committeemen stood as their names were called.

B. F. Hogue. "In my annual report, I recommended that the salary of the Vice President be raised to $20.00 per month. I also recommended that we adopt a minimum salary of two dollars per month for the standing committees and one dollar and a half per month for each meeting. If they have one meeting per month, they would get two dollars; two meetings would pay three dollars, etc., but the top would be five dollars. In regard to department committeemen, I think we should leave their salaries as they are but pay each one fifty cents for coming from home to attend a meeting. I think our finances will allow us to pay these new rates, and the men certainly earn them. Earl, do you think we could pay these rates now without going into our reserve fund?"

Earl Lowman. "I think we could do it now."

After discussion:

Motion by Orin Draper, seconded by Eugene Foltz, that we grant the proposed raise in pay for a period of ninety days, to see how it will work out.

B. F. Hogue. "The motion is to increase the salary of the Vice President five dollars per month. Pay a
4663 minimum of two dollars and a maximum of five dollars per month for members of the Rules, Seniority and Wage Committees and add fifty cents per month to the salaries of department chairmen who come from home to attend meetings."

Upon question the motion carried.

Wm. Backes asked about the prospects for bonus earnings this year.

B. F. Hogue stated that he had learned that our bonus would be a little more than last year.

Fred Liesch stated that the shut down of the plant would occur on July 1, 1939 and the plant would resume operations on July 17th.

Roy Jordan asked if we could get a more centrally located first aid station at the wire mill. He stated that men neglected to get minor wounds dressed because it was so far to the hospital.

B. F. Hogue. "We will make a recommendation to that effect."

Motion to adjourn by Otis Waldon, seconded by Roy Jordan.

Meeting adjourned.

(Signed) EARL LOWMAN,
Secretary-Treasurer.

Minutes of regular meeting of the general committee of the Independent Steel Workers Alliance, at the Alliance Hall, Monday, June 5, 1939 at 3:30 P. M.

Bruce F. Hogue, President, conducted the meeting, assisted by Earl Lowman, Secretary Treasurer, and G. Loeffel, Assistant Secretary.

After the meeting was called to order, the secretary called the roll which showed the following members present: W. Phillips, R. Knieriem, R. Drummond, N. W. Tindell, O. Waldon, R. Jordan, W. Baxter, C. Schooley, F. Liesch, C. Warmick, F. Slusher, J. Michaelson, O. Teter, F. Petticord, Wm. Hartseil, O. Draper, G. Hogue, Perry Conn, Frank Getz, W. Ewers, N. Vance, H. Scrivens, H. Champion, W. Mingus, G. Jarnagan, M. Barler, E. Olson, C. Christensen, S. Hines, O. Blair, V. Hanson, T. Walters, F. Allgaier, W. Kelley, H. Mohn.

The secretary read the minutes of the special meeting of the general committee on May 8th. The minutes were approved as read.

Earl Lowman presented the following bills:

Labor deducting dues, for April	$9.00
Ray Defenbaugh Co., supplies	6.00
Central Illinois Light Company	2.18
James Mahannah, printing and distributing election returns, time lost from work	4.45
Peoria Planing Mill Co., voting booths	21.89
Reyburn Insurance Agency, bond	5.00

Motion by Fred Liesch, seconded by Nelson Vance, that the bills be accepted and paid. Upon question the motion carried.

Earl Lowman read the following applications for membership: Venita E. Stone, Norman Gebauer and Don Kinsey.

Motion by Henry Mohn that the applications be accepted. Upon question the motion carried.

After discussion of the annual plant shutdown, for repairs,

4664 O. TETER. "There has been some talk as to why the clerk was not reappointed. For the benefit of a large number of members, we would like to know why."

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H. Mohn. "I did not like to see that. Every member has a right to run for office. I do not think opposing men should feel sore because someone runs against him. I think we should all have equal rights."

Earl Lowman. "Always, this power was given to me. I did not go out and work for the election. It was understood before the election that I would have to go or Jim. The election is over, why can't we forget about it?"

O. Waldon. "Whoever is secretary must have a man to work with him. He has to have a man he can get along with and work with."

W. Baxter. "It was always customary for him to appoint his man."

After considerable discussion, motion by Fred Leisch that the appointment of the clerk be submitted to the General Committee. Seconded by N. W. Tindell.

After discussion, a five minute recess was ordered by the chairman.

The President called the meeting to order.

Earl Lowman. "We had an election and I was voted into the office. Many men requested that I make this change. I did, if there is going to be another change made this afternoon, I will step out and forget about it. If Jim is reinstated again, I will step out."

B. F. Hogue. "Do you mean to say that you will not stick if Jim is reinstated?"

Earl Lowman. "That is right."

After discussion: the chairman appointed Otis Waldon, Miles Barler and W. Phillips and Henry Mohn as tellers. A secret ballot was spread.

P. Cantrall. "This should not be political. The clerk should be appointed by the president or secretary and approved by the General Committee. But really, the big question today is why Jim was fired. He was let out for some reason and it wasn't because of his work. He was let out because he was defeated. The question is, did they have sufficient reason for letting him out? If at the last meeting Earl had said he was going to make a change and appoint another man, this might have been different. I think there should be provisions made to take this out of politics. Secretary or President should appoint with the approval of the General Committee."

B. F. Hogue. "Fred, do you want to withdraw your motion?"

Fred Liesch. "We are in negotiations with the Labor Board. Our minutes should be right up to par. It is a bad thing to make a change now. I do not want to withdraw my motion."

B. F. Hogue. "All of the members of the general committee please stand. If you want to leave things as they are, vote 'No.'"

The ballot was collected and counted by the tellers. The result of the balloting was "No" 17 votes; "Yes" 7 votes.

B. F. Hogue. "The motion of Fred Liesch is defeated. There will be no further balloting."

Jim Mahannah. "I appreciate your consideration and will do all I can to make the organization a success."

O. Waldon. "What have you heard from the labor board?

B. F. Hogue. "We have heard from the Labor Board and they wanted some more information, which was sent to them immediately. We should get our decision before long. I think their man Smith is all right and will give us due consideration. He came down here three times and took a great deal of interest in our case."

4665 N. Tindell. "I want to make a motion that Glen Loeffel be accepted as assistant secretary so there can be justification for the continuance of that office."

B. F. Hogue. "Yes, I think such a provision should be made. We will try to justify continuance of the office and pay. Then there will be provisions made by the Rules Committee."

Motion seconded by Chas. Schooley. Upon question the motion carried.

Motion by O. Teter, seconded by Dick Knieriem, that the meeting adjourn.

Meeting adjourned.

(Signed) Earl Lowman,
Secretary-Treasurer.

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4666 Minutes of Regular Meeting of the General Committee of the Independent Steel Workers Alliance, at the Alliance Hall, Monday, December 4, 1939 at 3:30 P.M.

Bruce F. Hogue, President, called the meeting to order. The Secretary called the roll, which showed the following members present: Al Lowe, John Michaelson, Wm. Ewers, C. Christensen, Ted Walters, Otis Waldon, Wm. Hartseil, H. Champion, Seward Hines, Fred Allgaier, Wm. Baxter, J. B. Johnson, Walter Mingus, Algie Bitner.

Motion by Al Lowe, seconded by John Michaelson, that the reading of the minutes of previous meetings be dispensed with. Upon question the motion carried.

Earl Lowman read the following applications for membership in the I. S. W. A., Elmer Riekena, Wm. Long, Violet Jones, Roy Dornberger, Everett Imboden, Ludwig Mulrich, Everett Woods, James Holmes, Lowell DeFrance, Lee Christensen, Clarence Silvers, Henry Glaser, Betty Speight, Roscoe Cloyd, C. A. Edwards, Harry Dahlhouser, Earl Raines, Harold Kaufman, Haywood Lindsey, David Smith, Wilbur Griffin.

Motion that the applications be approved and the applicants admitted into membership, by Otis Waldon. Seconded by J. B. Johnson. Upon question the motion carried.

Earl Lowman read the following bills for approval:

Central Illinois light Co.	$ .90
R. Defenbaugh Co., office supplies	2.62
H. Gerdes, postal cards	1.00
Elmer Kringer, janitor work	4.10

Earl Lowman reported receipts of four dollars from the Laidlaw Employees Association for hall rent. He read a financial report of the annual dance, given at the Pere Marquette Hotel, and reported a net profit of $18.75 on the dance.

B. F. Hogue. "I think we did well on the dance, considering the fact that the Girls' Club had their card party on the night before."

Motion by Fred Allgair, seconded by Walter Mingus, that the bills be approved and the dance report be accepted as read. Upon question the motion carried.

B. F. Hogue. "We have been having quite a bit of activity with the various committees. Quite a number

of various cases have been handled during the past month. We got some wage adjustments in the Testing Department, for several of the men who have had more responsibility added to their work. There was some adjustment for men in the 82¢ group and also some men who were getting 57½¢ should have gotten the 62½¢ rate and we had that taken care of."

B. F. Hogue explained a case in the Fabric Department, concerning George Miller. He also explained some of the later provisions of the Benefit Fund Plan and stated that the Rules Committee would have this plan ready for action by the next regular meeting of the General Committee. B. F. Hogue asked if there were any grievances in the various departments, to be taken care of.

O. Waldon. "I don't think there are enough memorandums sent out to the Committeemen and the foremen. When a case is taken up with the company and something is agreed upon, we have nothing in writing to show for it and half of the time, the foreman don't know anything about it. We should have something in writing to show how the case was settled. When Kastien was here, he used to send out memorandums of everything and there was no argument about it."

B. F. Hogue. "When Kastien was here, things were different. The company supported the employees association and then they wanted to make a big showing of the things they agreed to do with the employees. Now, things are different. We fight the company 4667 hard for everything we think is right, and if we win a point, they don't care to advertise it for us. The only record we have of things like that, is the minutes which our clerk takes down. If he is not at a meeting, of course, there is no record. He is available at any time, when you want him to go with you to take the minutes of a meeting. Then you will have a record."

Wm. Baxter. "When will we have a working agreement signed with the company?"

B. F. Hogue. "We have an agreement with the company now."

Wm. Baxter. "Just a verbal one."

B. F. Hogue. "What is the difference? You haven't

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heard of any violations of any of the provisions of the working agreement, have you?"

WM. BAXTER. "It is all right as long as things go all right. But if a slack time *times*, they can tell us they will do as they damn please."

B. F. HOGUE. "We are heading in the direction of a signed agreement and will have a signed agreement, I believe. We are all amateurs in this thing and we must proceed with caution or we will get burnt. Anything that is agreed to in meeting and is in our records, is just as binding as a signed agreement, legally."

WM. BAXTER. "There is no normal force agreed to, in the Machine Shop."

B. F. HOGUE. "Then your Committee should get with Perry Sutherland and try to work that out and if you can't agree, then take it to J. A. Moritz. If you still can't make an agreement, that is satisfactory to the men in your department, we have a Committee ready to help you."

F. Allgaier brought up the question of an agreement made on September 18, with A. H. Sommer, in regard to Scrap Department rates. He said it was agreed to pay an additional one cent per ton for replacing torches, etc.

B. F. Hogue suggested that this case be given to the Wage Committee and taken up with D. P. Sommer.

Meeting adjourned.

(Signed) EARL LOWMAN,
Secretary-Treasurer.

4667A Minutes of regular meeing of the general committee of the Independent Steel Workers Alliance, at the Alliance Hall, Monday, March 5, 1940 at 3:30 P. M.

Bruce F. Hogue, President, called the meeting to order.

The secretary called the roll, which showed the following members present: Walter Phillips, Garnett Yocum, Fred Slusher, Orin Draper, Wm. Girdzus, H. Champion, Seward Hines, Earl Lowman, John Elmore, Roy Jordan, J. Michaelson, Klaus Peters, Nelson Vance, Miles Barler, Ted Walters, N. W. Tindell, Chas. Schooley, Wm. Hartseil, Wm. Ewers, Henry Scrivens, C. Christensen, Fred Allgaier.

B. F. HOGUE. "Shall we read the minutes of the last meeting?"

Motion by Fred Slusher, seconded by Nelson Vance, that we do not read the minutes of the last meeting. Upon question the motion carried.

B. F. Hogue. "Let us start right in on one thing that we have had some complaint about. I think we should pass a resolution and send it right in to protest against the kind of drinking water we have now. Otherwise, if we take it up through the Committee, it will take a longer time. The longer we wait, the longer we will have to wait. I don't know whether we can get any place or not without taking a strike vote, or something like that. It should be our business here today, to do what we can to clear up this situation."

John Elmore. "I am in favor of trying to get the city water back."

B. F. Hogue. "It might be that the water can be filtered and then would be allright. We might get into a hell of a fight on that."

N. W. Tindell. "Most city water is treated for typhoid."

B. F. Hogue. "Here is a resolution I have drawn up, and I submit it for your consideration:

Whereas, because of the many complaints that have been presented to our various committeemen in the different departments in the plants of the Keystone Steel & Wire Company, the General Committee, in session this fifth day of March, 1940, at their headquarters in Bartonville, Illinois, do hereby enter protest against the water that is supplied our members for drinking purposes. The complaints have been that the water is both nauseating to the smell and taste and regardless of whether or not the water is, or may be pure and fit to drink, we feel that, from the many complaints received, that we must ask the company to restore better water at the earliest possible date and therefore, be it resolved that the General Committee do hereby request that the Management take such steps as may be necessary to restore good water for drinking purposes."

Motion by Orin Draper, seconded by Garnett Yocum, that the resolution be sent to the Management, as read. Upon question the motion carried.

B. F. Hogue. "We have a vacation plan again, which has been sent to us, which is apparently the same as it was last year, except for one thing which we have questioned already. That was the words: 'on the payroll on that date'.

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In other words, they have left a loophole whereby they can refuse vacations to any man who does not happen to be on the payroll on June 30."

O. DRAPER. "If you were laid off then you wouldn't get it?"

B. F. HOGUE. "Not if you were off of the payroll. We have a petition from some of the members of the Fence Department."

B. F. Hogue read the petition from the Fence Department members, who are protesting the provision of the vacation plan which deals with non-payment of vacations for overtime work.

B. F. Hogue read the resolution sent to us by the company, which announced the vacation plan for this year.

Motion by Orin Draper, seconded by Miles Barler, that the time and one-half clause in the vacation plan be protested, and that we secure at least payment for the straight time rate on overtime work performed, in the calculation of vacation payments. Upon question the motion carried.

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B. F. HOGUE. "After a good many months, we are finally ready to send out the application blanks for the Benefit Fund Plan. Now the next order of business will be to get them in printed form and then to put them in envelopes. We had an attorney check over our forms, and he has rewritten some of them in more legal form. We want you to caution the men to be careful in filling out the forms, to get them filled in correctly so that they will not need to be mailed back again. We will mail to the homes of the members working in the Drawing Room and Nail Mill first."

B. F. Hogue read the following applications for membership in the I.S.W.A.: James Helms, I. Copelen, Ned Barth, Carl Neff.

Motion by Fred Slusher, seconded by Wm. Hartseil, that the applications be approved and the applicants admitted into membership. Upon question the motion carried.

B. F. Hogue read the following bills for approval of payment:

Eugene Leiter, Attorney fee	$10.00
Keystone Steel & Wire Co., labor deducting dues for January	9.00
Elmer Krigner, cleaning hall	4.50
Central Ill. Light Co.	1.58
Ray Defenbaugh Co., office supplies	6.33

Motion by Miles Barler, seconded by Nelson Vance, that the bills be paid and orders drawn for the several amounts. Upon question the motion carried.

B. F. Hogue. "I got into a little argument with John Moritz. I accused them of being a bunch of wage cutters. Since that time, I have learned even more than I knew before. The Fabric Department was confronted with lower rates, also in the Patent Department, they made them take on 25% more blocks. They had an agreement to only run three frames and all of a sudden, they had them running four frames. Happily, we got that stopped. This was probably the busiest month we have ever had. We may have a case with the National Labor Relations Board because they have cut wages on some of the men in the Gate Shop and we may have to take that case on up."

Walter Phillips asked about getting rates from other plants to compare with ours. Some discussion arose as to whether or not this was practical.

Walter Phillips. "I want to talk a little about seniority in the Drawing Room. That agreement is all right in some departments and I guess it is all right at the Steel Plant. You have made provisions in it for the Steel Plant. But it is an impossibility to work with it in our department and get along. For instance, we have one man, Bert Broadstone, who worked on continuous machines, and finally they got him down and he took a lower paid job on the single block machines. If that job plays out, according to the agreement, he would have to go still further down the ladder."

B. F. Hogue read the clause in the agreement, Article VI, which was under discussion.

W. Phillips. "I think there is room there for an honest disagreement."

After discussion:

W. Phillips. "I believe, in the case of the Drawing Room, the men should have a right to hold their seniority on that job."

N. W. Tindell. "I think the main objection in the Drawing Room, is that the men claim they don't know anything about the rule. I think we should send out booklets to tell the fellows that this is what the rules are."

B. F. Hogue. "That is true and also, I attended a meeting

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of the Drawing Room here, and there were 81 members present and none of them complained about not knowing what the rules are."

N. W. TINDELL. "I think we should get these rules printed as soon as possible."

4669 JOHN ELMORE. "What the men are complaining about is that they were told they wouldn't have to take promotion."

B. F. HOGUE. "You could do one thing in there. Put your wire drawers all together and don't tell us anything about it. If you have a case, we will always try to give the oldest man the job. Do you see any confliction in there? We didn't give you that line of promotion, that was made in the drawing room."

After discussion, B. F. Hogue suggested that the Drawing Department Committee petition the Rules Committee for an exception to that rule in that department.

Motion to adjourn by Wm. Ewers, seconded by Miles Barler.

Meeting adjourned.

(Signed) EARL LOWMAN,
Secretary-Treasurer.

Minutes of regular meeting of the general committee of the Independent Steel Workers Alliance, at the Alliance Hall, Monday, April 1, 1940 at 3:30 P. M.

Bruce F. Hogue, President, called the meeting to order.

Earl Lowman, Secretary-Treasurer, called the roll, which showed the following members present: Everett Conway, Garnett Yocum, Wm. Baxter, Fred Liesch, Miles Barler, Henry Mohn, Chas. Warmick, Wm. Hartseil, Wm. Backes, Klaus Peters, Eignar Olson, Wm. Ewers, Melvern Tester, Nelson Vance, Harvey Champion, Ted Walters.

Motion by Miles Barler, seconded by Fred Liesch, that the reading of the minutes of the previous meeting be dispensed with. Upon question the motion carried.

B. F. HOGUE. "On the Gate Department wage case, that has been settled, and back pay will be paid to March 4th. Also, on the water situation I got assurances today that an engineering company has men here now to figure out the best way to correct it. They will make a study and then make recommendations which will clear the water situation up. The company said they were doing everything possible

and if we would be patient we would again have good water for the men to drink."

B. F. Hogue. "We have an appeal case today. It is really just a troublesome situation which we thought the General Committee should hear about."

B. F. Hogue explained the case of Sam Taravella of the Drawing Department, who makes claim to be placed ahead of several other men in seniority. These men had all been laid off over one year and were all called back at the same time, but on account of living closer to the plant, Sam Taravella was the first to actually start work."

Sam Taravella. "I went to work Friday, August 22nd. Parkinson and Gormley didn't get their notices until Saturday afternoon."

B. F. Hogue. "That is the case. This man had begun building up seniority before these other men actually started, although the other men were ahead of Sam before the layoff. This man claims he began building seniority two days before these other men got back to work and asks to be put ahead of them. On the other hand, by your action in asking the company to bring these men back to work in turn, you recognized that they were ahead of Taravella. Since the General Committee made the working agreement and also the motion to call men back in turn, it was thought that the General Committee was really the only body to have jurisdiction in the case."

4670 After discussion:

Paul Cantrall. "Mr. President, as an officer of the Alliance, I should be strictly for the enforcement of rules, and under ordinary circumstances, I am. My understanding is that the General Committee overruled this working agreement when they asked the company to bring these men back in turn. I make a motion that these men's seniority be considered as it was before the layoff, because the notices were sent out at the same time and it was not intended to be otherwise."

After discussion:

B. F. Hogue. "Before we have a second on the motion, I think these other boys should have an opportunity to talk. If they want to talk, they have the chance now."

Taravella. "We were all called back as new men. We lost our seniority. We came back just as if we were all

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new men. If a man is laid off twelve months, he comes back as a new man."

B. F. Hogue. "It don't make any difference to you, except for vacations, if you are called back in turn. You won't really lose your seniority if that is done. That was the real intention of that particular rule, as Taravella says, if a man who comes back after being off twelve months starts as a new man, but the idea is not so bad."

Parkinson. "It is a case of a normal working force, in our case. Gormley and I were told that if we would come back, we would be on the normal working force. If it is changed it will mean that some of us will not be on the normal force."

After discussion by Parkinson, Taravella and Gormley:

Paul Cantrall. "I will change my motion to read 'that these men shall be considered in the same status as they were when they left.'"

Seconded by Henry Mohn.

B. F. Hogue. "If you vote to maintain the same setup or status as they were, you will vote 'Yes.' If you think Taravella should be ahead, you will vote 'No'."

Motion by Ted Walters, second by Nelson Vance, that we take a secret ballot on the motion. Upon question the motion carried.

Miles Barler, Wm. Baxter and Wm. Ewers were appointed as tellers. The ballots were spread, collected and tallied. The result of the balloting was as follows: "Yes", 16 votes. "No", 1 vote.

B. F. Hogue. "Accordingly, I declare that the status shall remain as it is at present."

B. F. Hogue read the following applications for membership in the I.S.W.A. O. Bennett, Wm. Schmidt and Ben Rahn.

Motion by Fred Liesch, seconded by Henry Mohn, that the applications be accepted and the applicants approved for membership. Upon question the motion carried.

Earl Lowman read the following bills for approval of payment:

Keystone Steel & Wire Co., labor deducting dues for February	$ 9.00
Imogene Williams, labor addressing envelopes	5.00
Arch Aimen, rubber stamps, etc.	2.85
Elmer Krigner, janitor service	3.25
South Side Printing Co., printing	50.00
Central Ill. Light Co.	1.10

Motion by Henry Mohn, seconded by Wm. Baxter, that the bills be approved and paid. Upon question the motion carried.

B. F. Hogue. "Our clerk has had his work increased quite a bit. He thinks he should have more money. The Rules Committee decided to recommend that he should have a salary of ten dollars per week instead of $35.00 per month as he gets now. That will make a difference of about $7.50 per month."

4671 Henry Mohn. "The way I look at it, if there is more work to it, I know how I would feel."

B. F. Hogue. "There is no doubt that there is a lot of work to it. You know how the work is going on now. On top of this we have now more than 1500 members which makes quite a difference in the work."

Henry Mohn. "I make a motion we pay him ten dollars per week."

Seconded by Miles Barler. Upon question the motion carried.

J. Mahannah. "Thank you for that, and I wish to announce that I have applied for a commission as Notary Public and any member of the Alliance can have his notary work done free of charge."

B. F. Hogue. "That is another thing. It will cost Jim about eight dollars for his seal and fee, and if he is going to do work for us free, I think the Alliance should pay this eight dollars."

After discussion:

Motion by Wm. Backes, seconded by Miles Barler, that the Alliance pay for the notary seal, etc. Upon question the motion carried.

Earl Lowman. "Saturday night, Gomer Bath called up from radio station W.M.B.D. and wanted to know the opinion of the men in regard to daylight saving time.

After discussion, it was agreed that the men do not favor daylight saving time.

B. F. Hogue. "We will now pass on to nominations for the various officers for the coming year. One thing, before we get into that, I want all of you to have department meetings for nominations of committeemen. This year, we have had some real good committeemen. This is the first year we have not had to apologize for any of

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the Committees. Some departments have really come to the front this year. Good committees mean the difference between success aid failure."

B. F. Hogue. "The nominations for the office of president, are now in order."

Miles Barler. "I nominate Bruce Hogue for President." Seconded by Henry Mohn.

Everett Conway. "I nominate Nat Clifton." Seconded by Garnett Yocum.

Paul Cantrall. "I don't think Nat will run. I think you should nominate somebody else, too."

P. Cantrall. "I nominate Wm. Backes." Seconded by Wm. Baxter.

Motion by Fred Liesch, seconded by Wm. Baxter, that the nominations be closed. Upon question the motion carried.

B. F. Hogue. "Nominations for the office of vice president, are now in order."

Ted Walters. "I nominate Paul Cantrall." Seconded by Nelson Vance.

Miles Barler was nominated by Wm. Baxter, but declined the nomination.

Wm Hartsile. "I nominate Henry Mohn." Seconded by M. Barler.

Ted Walters. "I move that the nominations be closed." Seconded by Wm. Backes. Upon question the motion carried.

B. F. Hogue. "The nominations for the office of Secretary Treasurer are now in order."

Motion by Nelson Vance that Earl Lowman be nominated. Seconded by Ted Walters.

Motion by E. Conway that Miles Barler be nominated. Seconded by C. Warmick. Upon question the motion carried.

Motion by Henry Mohn, seconded by C. Warmick, that the nominations be closed. Upon question the motion carried.

4672 B. F. Hogue explained the case of Tom Murphy, of the Rod Dock, and the disposition made of it.

M. Tester. "In our department, there has been a lot of talk about straight shifts and so I had a meeting and about 18 out of the 22 voted in favor of straight

shifts. We took it up with the Management and they refused to do it."

B. F. Hogue. "That is a difficult case because some of the older men will get a day job but it won't be as good a job as they had before. I told you before, that I didn't think the company would concur."

B. F. Hogue. "I want to thank all of you for your cooperation this year and for your help. Most of you have shown a fine spirit of cooperation this year."

Motion by Fred Liesch, seconded by Miles Barler, that we put out an issue of "News Flashes" a few days before election. Upon question the motion carried.

Meeting adjourned.

(Signed) Earl Lowman,
Secretary-Treasurer.

Minutes of Special Meeting of the General Committee of the Independent Steel Workers Alliance, at the Alliance Hall, Friday, May 17, 1940 at 3:30 P.M.

Bruce F. Hogue, President, conducted the meeting, assisted by Earl Lowman, Secretary-Treasurer and J. Mahannah, clerk.

B. F. Hogue. "We had a meeting, just a few minutes ago, with the Management, in which they informed us that because of the outlook for steel business due to the war situation, and the mobilization that is going to take place in all the plants where they turn out products of war, that there will probably be no shut down at Keystone at all, this year. They want to find out from each man, by June 15th, just at which time he will want to take his vacation. They also want the General Committee to consider this condition: We furnish steel for the National Lock Company. They are turning out considerable avaiation supplies and the company claimed that their production could not be hindered at all. We all know what the war situation is. We read that in the papers. We are interested from this standpoint: We have a vacation plan that we asked for and we want it to be a vacation plan. We also have a profit sharing plan and we don't want the two plans mixed. I informed the Management that we intend to cooperate in every way in anything that would be proper, but if they intended to deprive us of our vacation plan, that would

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be a different story. As far as allowing men to work in an emergency like this, that is something different. They did say that if men were allowed to work and get their vacation checks for this year only, that next year we would go back to the proposition of compulsory vacations. But, the company stated that when they say the prospects for business were such that they had orders which they couldn't handle and had to turn down, and they ask you to consider this angle, to permit the men to work who want to work and those who want vacations will be given vacations. They want each man-hour they can get. Of course, they would find that this would help our profit-sharing because these shutdowns cost money, no doubt. Personally, I am going to take my vacation. But I don't think we should compel the company to shut down if they have men who want to work. We have their word of honor that they don't want to knock out the vacation plan at all."

In response to question, B. F. Hogue stated that the 2,000 hour agreement had expired last fall.

After discussion:

G. Yocum. "The company wants to know by June 15, as to when you want to take your vacation. Is that right?

4673 B. F. Hogue. "Yes. I don't know what you fellows thought of the program, but from the President's speech, they are going to build this country so strong that there won't be any war, which will make a greater boom in business than we have seen for years. Another thing, with that kind of business coming it will naturally mean more profits and higher wages."

N. W. Tindell. "Did you suggest to the company, that we could work overtime and get a little extra steel out?"

B. F. Hogue. "That can be done and no doubt, will be. There is no attempt to cram this down our throats. We have this vacation and can take it if we want it."

After long discussion as to whether or not to permit accept their vacation checks and continue working, without taking a vacation, if they wished:

Motion by Frank Hess that the accept the proposition of the company and that it be worked out on a depart-

mental basis with seniority to be given preference wherever possible in scheduling vacations when wanted. This motion made for patriotic reasons to apply for this year only and all vacations shall be granted between July 1 and December 30, 1940. Seconded by F. Liesch.

A standing vote was taken and the motion carried unanimously.

B. F. Hogue. "We now have the new committees for the coming year. Last year, the committees made a very fine record. Many of these committeemen are veterans of many years of experience. I propose, as far as possible, to appoint the same members of standing committees as we had last year. These appointments are as follows:

Wage Committee: John Michaelson, Chairman, Miles Barler, Frank Hess, Raymond Barger.

Seniority Committee: Ted Walters, Chairman, Algie Bitner, Wm. Baxter, Orin Draper.

Rules Committee: Fred Liesch, Chairman, N. W. Tindell, Walter Mingus, Otis Waldon.

Auditing Committee: Joe Cose, Chairman, James Van Cleave, Imogene Williams.

Motion by George Oates, seconded by Garnett Yocum, that the appointments be approved. Upon question the motion carried.

B. F. Hogue. "We will have the regular June meeting on the regular date, unless some of you think we should have a meeting sooner."

After discussion, it was agreed to have the regular meeting on June 3, 1940.

B. F. Hogue. "On the drinking water question, they say that the contract for the water filters will be let this afternoon or tomorrow. They are going to put in a system on the fountains to get rid of that slop. The appropriation is approved to take care of the ventilation in the Nail Mill basement. We have some new committeemen here now and I don't know whether you are provided with the proper procedure for handling cases or not. The Chairman is expected to take the lead and arrange for meetings with the foreman."

B. F. Hogue explained the procedure for the handling of grievances, under the rules.

N. W. Tindell. "You said something a while ago about more wages. I think we should talk more about that."

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B. F. HOGUE. "That is right, but it will take some time to work it out."

4674 Earl Lowman read the following bills for approval:

Ray Defenbaugh, stationery & supplies	$ 5.13
Ray Defenbaugh, " " "	12.63
Central Illinois Light Co.	1.40
K. C. Jones, distributing news	2.00
Elmer Krigner, janitor work	2.25

EARL LOWMAN. "It is time for renewal of the Treasurer's bond. I think it should be raised now that we have $3,000 in the treasury."

Motion by Jess Hodgkins, seconded by Miles Barler, that the bills be all-owed and the treasurer's bond raised to $3,000.00. Upon question the motion carried.

Earl Lowman read the following applications for membership in the Alliance: Lawrence Barton, George Reynolds, Leo Gunn, R. Ross.

Motion by Garnett Yocum, seconded by J. Hodgkins, that the applications be approved and the applicants admitted into membership. Upon question the motion carried.

PAUL CANTRALL. "How about the Benefit Fund Plan?"

B. F. HOGUE. "In the last two weeks, we have gotten about 160 applications and I believe if each of these committeemen would try to get a few men in, we could go over the top. There are 75 Committeemen and if each of them got three members, we would be OK. We are going to give each of you a list of members in your department who have not joined and a supply of applications, and if you talk to these men, I think they will come in."

B. F. Hogue explained the workings of the Benefit Fund Plan.

Motion to adjourn by Wm. Ewers, seconded by Chas. Schooley.

Meeting adjourned.

(Signed) EARL LOWMAN,
Secretary-Treasurer.

Minutes of Regular Meeting of the General Committee of the Independent Steel Workers Alliance at the Alliance Hall, Monday, June 3, 1940 at 3:30 P.M.

Bruce F. Hogue, President, called the meeting to order.

Earl Lowman, Secretary-Treasurer, called the roll, which showed the following members present: Raymond Barger,

Ed Von Tobel, George Schoon, Ted Walters, John Johnson, Ross White, George Snyder, Carl Schultz, Millard Carr, John Michaelson, Otis Waldon, Fred Liesch, John Ridlbauer, Wm. Ewers, Jesse Hodgkins, Frank Thompson, Fred Halstead, B. E. Aaron, H. Siewert, Glen Hogue, Ivan Moore, Wm. Hartseil, O. B. Lee, Miles Barler, Nelson Vance, Chas. Schooley, Ross White.

B. F. HOGUE. "We have a case from the Shipping Department that we ought to discuss. There has been quite a lot of work done in this case. We would like to know what you think of the case and what we are up against in it. It is the case of John Taylor, who was discharged for intoxication. To be painfully frank, in the last few months, John has not been doing a good job."

B. F. Hogue explained the case in detail.

After discussion, B. E. Aaron asked if a time limit should not be set, after which a case could not be taken up.

4675 B. F. Hogue said this would be a good thing to have in the bylaws.

B. F. Hogue asked the Shipping Department Committee for any comment they might care to make in the case of John Taylor.

JOHN JOHNSON. "John Taylor was a good worker when he was himself. He has been boozing for the last six months."

ROSS WHITE. "Why not bring him back and if he gets canned again, let it stick."

B. F. HOGUE. "That would be fine if the company would consent to it. The only way they will let him come back is for us to sign a statement that we will not take up the cases of Elmer Oertley and others who were discharged for the same reason. We cannot sign any such statement as that."

After discussion, it was finally decided to take the case of Elmer Oertley up with D. P. Sommer and after it is decided, then to take up the case of John Taylor, with J. A. Moritz.

B. F. HOGUE. "On the vacation plan, I hear that Caterpillar is going to run straight through and not even give their men a chance to take a vacation."

B. F. Hogue explained the optional vacation plan for this year, which was approved by the General Committee in their last meeting.

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B. F. Hogue brought up the question of a donation to the American Red Cross.

B. F. Hogue. "We were solicited for a donation to the American Red Cross and as they wanted to close their campaign last week, we decided to donate $25.00 to the Bartonville Chapter and $10.00 each to the Peoria and Pekin chapters."

After discussion, motion to approve the donation by Fred Liesch, seconded by Miles Barler. Upon question the motion carried.

O. B. Lee brought up a question in regard to doubling back on shifts, stating that there was a new state law that men must remain home 16 hours before coming back to work.

B. F. Hogue stated that he would investigate this matter.

Earl Lowman read the following applications for membership in the I.S.W.A.: Louis Correll Jr., Roy Gibbs, P. M. Martens, A. Cruse, H. Griffiths, H. Lloyd, Jack Kinder, G. W. Jennings.

Motion to accept the applications by Nelson Vance, seconded by Moses Boyd. Upon question the motion carried.

B. F. Hogue brought up the question of obtaining a sufficient number of members to start the operation of the Benefit Fund Plan, and explained further the workings of this plan. The Secretary distributed lists of members in the various departments who had not joined the plan, to their respective Committeemen and asked that the Committeemen contact their members and ask them to sign an application and bring it to work with them."

C. Schooley. "I think before any more money is donated, that it should come before this body of men for approval. I have been asked what right Bruce had to donate this money to the Red Cross."

B. F. Hogue. "Of course, you realize that the Rules Committee approved that donation before it was made. I am not in the habit of donating the union's money on my own hook. If you want to make a motion to that effect, it is all right."

Motion by Chas. Schooley, seconded by Fred Halstead, that no donations be made before approval of the General Committee. A standing vote was taken, which resulted as follows: "Ayes", 13 votes; "Nays", 14 votes.

Accordingly, the motion did not carry.

4676 James Van Cleave brought up a question in regard to a time limit for taking up a case when a man has been discharged.

J. Van Cleave. "I move that the by-laws be amended to the effect that any man discharged from the service of the company must take his case up within 30 days of the date of said discharge, or his case will be outlawed."

Seconded by Fred Liesch. Upon question the motion carried.

B. F. Hogue. "I have had a bit of an altercation with A. H. Sommer during the past week. I sent him a sort of a blistering letter because of the fact that he has been denying us proper consideration during the past year."

Motion to adjourn by Fred Liesch, seconded by John Ridlebauer.

Meeting adjourned.

(Signed) Earl Lowman,
Secretary-Treasurer.

Minutes of Regular Meeting of the General Committee of the Independent Steel Workers Alliance, at the Alliance Hall, Monday, July 1, 1940 at 3:30 P.M.

B. F. Hogue, President, called the meeting to order.

Earl Lowman, Secretary-Treasurer, called the roll, which showed the following members present: John Michaelson, Ed Von Tobel, Otis Waldon, Fred Liesch, John Johnson, Moses Boyd, Wm. Ewers, Algie Bitner, O. B. Lee, Frank Hess, Guy Jarnagan, B. E. Aaron, Miles Barler, James Van Cleave, Nelson Vance, Fred Halstead, Chas. Schooley H. Champion.

B. F. Hogue. "In the past month, there have been several things develope-. One of the unfortunate things was the case of the Jehovah Witnesses and what trouble we had before we finally got a solution for that case. These men belong to a cult that prohibits saluting the flag and bearing arms and providing any service whatsoever without the permission from the head of their religion. We had three members, Sam Orr, Lee Marlow and Harry Gray, who belonged and they got into serious trouble with the men in the Blooming Mill. Various threats were made against these three men, so we asked the company to stop these men from talking against their

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flag and their country. The management did that and we thought then they would stop talking or look for another job. They didn't stop at all. We had hearings up in the hall. We called men here who had heard them make statements and later in the week, I invited the three Jehovah Witnesses here and the next day they were discharged. Anyhow, they are not with us any longer. It is very regrettable that such a thing had to happen. The reason I bring this out is that some of you who have heard something about it, will hear it all, and will know what it is all about."

After discussion:

B. F. Hogue. "We haven't anything in our Bylaws to gove-n a thing like that and I would propose that we include something in there to take care of cases like that."

B. F. Hogue read the following proposed bylaw:

"Any applicant belonging to any cult or creed that prohibits such applicant from saluting our Flag, or from serving our country in time of war, or from giving his full loyalty to our Country at all times, shall not be admitted to membership in this organization."

B. F. Hogue also read a proposed bylaw in regard to members who make disloyal statements, which read as follows: "Any member of the Alliance who has
4677 made disloyal statements against our flag or Country, shall be expelled from the Alliance."

Motion by B. E. Aaron that the proposed amendments to the bylaws be approved as read. Seconded by John Michaelson.

James Van Cleave objected to the word "disloyal" stating that it was too broad. After discussion, it was agreed to change the word "disloyal" to "unpatriotic".

Motion by O. B. Lee, that the amended bylaws be approved. Seconded by B. E. Aaron. Upon question the motion carried.

B. F. Hogue. "We have only 703 members in our Benefit Fund Plan. I think we should bury it this afternoon and go ahead and print our bylaws."

After discussion, motion by John Michaelson, that J. Mahannah be appointed to secure the needed 100 members during the next 30 days. Seconded by B. E. Aaron. Upon question the motion carried.

B. F. Hogue. "The Wage Committee had a meeting with D. P. Sommer on the cases of Elmer Oertley and John Taylor. They made it easy for us because they turned both of them down."

B. F. Hogue. "We asked again about the water system and they said that the contract has been awarded to put in the new system."

O. Waldon. "There is no reason why they can't have some man clean up those drinking fountains. They stink like hell and look link a urinal."

B. F. Hogue dictated a letter to D. P. Sommer in this regard.

B. F. Hogue. "The Wage Committee also took up the case of John Hertle former sweeper in the Drawing Room. The company has put him on pension."

B. F. Hogue. "One of our members, Orval Taylor of the Galvanizing Department, tore his pants while up here at a meeting. He gave us a bill for $7.50. The Rules Committee felt that we shouldn't obligate ourselves to anyone. If we do anything, it should be in the form of a donation for some part of the cost. Of course, he still has the pants."

After discussion, motion by O. B. Lee that we allow a donation for the amount of a tailor bill to repair these pants. Seconded by James Van Cleave. Upon question the motion carried.

After further discussion it was agreed to post notices that the Alliance is not responsible for any damage suffered for any reason by any person at the Alliance Hall.

B. F. Hogue read the following bills for approval of payment:

Columbia Art Works, blank checks	$ 3.75
Keystone Steel & Wire Co., labor deducting dues, 3 months	27.25

Motion by Otis Waldon that the bills be allowed. Seconded by O. B. Lee. Upon question the motion carried.

B. F. Hogue read the following applications for membership in the Alliance: R. Pfleder, R. Tannhauser, Ed Varble, C. Hundhausen.

Motion to accept the applicants into membership by B. Aaron, seconded by Otis Waldon. Upon question the motion carried.

B. F. Hogue explained the steps that had been taken

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to request an increase in wages for members of the various mechanical departments.

M. Barler. "Is there any movement on for a 10% increase in the industry?"

B. F. Hogue. "No place at all, that I know of."

B. F. Hogue. "We all got a letter from the company in regard to the change in the bonus plan for next year. Two years ago, we asked for a higher rate in the first million dollars of profit. It was then 4% as it is now. This offer is 6%, which is definitely more money up to $1,400,000. I would suggest that we thank the com-
4678 pany for the new plan up to $1,400,000 and ask them to make it 7% after that."

After discussion, it was agreed to write the company and ask for more money in the upper brackets.

B. F. Hogue. "Fred, what have you done about Committeemen for the Steel Plant Yard Department?"

F. Liesch. "We suggest that Harvey Champion and James Thomas be appointed as Committeemen there because of the fact that no eligible men were elected."

B. F. Hogue. "We should have more than one man. But, in the meantime, I will appoint Harvey Champion as Chairman, and James Thomas as one of the Committee."

James Van Cleave. "On the referendum that the Office Department put out, on the 40 hour week, we have the votes back and there are a majority in favor of the five day week. Now what is the proceedure?"

B. F. Hogue. "You will have to meet with W. O. Fritze and state that the office workers request a five day week. If he won't do it, you can turn it over to the Wage Committee. Or, if you wish, you can first talk it over with D. P. Sommer."

Motion to adjourn by O. B. Lee, seconded by J. Van Cleave.

Meeting adjourned.

(Signed) Earl Lowman,
Secretary-Treasurer.

Minutes of Special Meeting of the General Committee of the Independent Steel Workers Alliance, at the Alliance Hall Friday, July 19, 1940 at 3:30 P.M.

B. F. Hogue, President, called the meeting to order.

The Secretary called the roll, which showed the following men present: Oscar Bayliss, John Michaelson, Ed Von Tobel, Orval Taylor, Otis Waldon, Orville Blase, Orin Draper, John Ridlbauer, Orville Blair, Wm. Schultz, Wm. Hartseil, Wm. Ewers, Algie Bitner, Frank Hess, Guy Jarnagan, Jess Hodgkins, Geo. Snyder, James Van Cleave, Ed Schmidt, Nelson Vance, Carl Schultz, Ted Allgaier, N. W. Tindell, Ted Mulvey, Chas. Schooley, Wm. Baxter, Millard Carr, B. E. Aaron.

B. F. Hogue. "This meeting was called because for almost a year we have been trying to get a working agreement from this company and finally they have prepared something. Part of it is satisfactory and part of it is not. The Wire Mill portion is better than the Steel Plant part. The differences are no so far. The main point of difference would be the fact that the company, in this instrument, has took and come out flat footed against connecting up any time over six months. A man who was out over six months, off of the payroll would come back as a new man. That is something we cannot accept."

B. F. Hogue explained this point as it appears in the present agreement, wherein a man laid off over six months and less than a year can have his service record connected.

B. F. Hogue. "That is one of the things that affects both the Steel Plant and the Wire Mill."

B. F. Hogue read the preamble of the company's statement of policy.

After discussion, B. F. Hogue requested a motion that we put this in the hands of the Wage Committee to report back with a revised proposal.

4679 Wm. Baxter. "As soon as this is made an agreement between the I.S.W.A. and the Management, have they any objections to signing it? According to that last paragraph, the- can do away with it anytime they want to."

B. F. Hogue. "I think we should go to Chicago and get an audience with Mr. Patterson of the National Labor Relations Board and see what they have to say about it. The company says they won't sign an agreement because no other small steel company will. The only thing I see is to go and ask the Board to tell us if they can make the company sign an agreement."

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O. WALDON. "Did LeTourneau's men get a closed shop?"

B. F. HOGUE. "Yes."

WM. BAXTER. "Are they recognized by the Board?"

B. F. HOGUE. "No."

WM. BAXTER. "Then why can't we get a closed shop?"

B. F. HOGUE. "Just because the company won't agree to it."

WM. BAXTER. "I think we ought to take a firmer attitude and demand a closed shop."

O. WALDON. "Do you think it would be better if we would finance a trip to Chicago, to find out how we stand?"

B. F. HOGUE. "We will eventually have to do that."

MILES BARLER. "Is there anything to the story that the Pittsburg district got a 10¢ raise?

B. F. HOGUE. "I was in Chicago last week and talked to men working in the Calumet district and they told me there was no move in any of the big districts for a general raise."

B. E. AARON. "We are going to start one the first of the month in the Power Department. We are way out of line."

B. F. HOGUE. "We have an agreement from J. A. Moritz, that he would waive his meeting with us on the raise for the Mechanical Departments. That will save us a week's time. D. P. Sommer will be back around Wednesday of next week."

O. WALDON. "How soon will this agreement be drawn up? We have been working on it for a year already."

B. F. HOGUE. "It will be drawn up just as soon as possible."

B. E. AARON. "I move that we give it to the Wage Committee to contact the Management and prepare a revised agreement and report back to the General Committee at our next meeting."

Seconded by Jess Hodgkins.

Upon question the motion carried.

B. F. HOGUE. "Last year, when we had quite a bit of business, it was proposed that the General Committee be paid a dollar for these extra meetings. That means one man to a committee. That is just a thought. If you want to do it all right, and if you don't want to do it, it don't

mean a thing to me. The General Committee, at that time, thought they should be paid for meetings other than the regular meetings. We have adequate funds in the treasury to do it, if you want to do it."

JESS HODGKINS. "Would that be a dollar for each man who attends the meeting?"

B. F. HOGUE. "That would be a dollar for each committee. Each committee only has one vote. Of course, we can't pay all three of these men."

Motion by Jess Hodgkins, seconded by Orin Draper, that we pay a dollar for attending the meeting today. Upon question the motion carried.

B. F. HOGUE. "We have the bylaws ready. I will read you the parts that have been added, and then I want permission to get them printed."

4680 B. F. Hogue read the additions which had been made to the bylaws concerning patriotism, etc.

B. F. HOGUE. "The low bidder for the printing job was the South Side Printing Company with a bid of $67.00 for 2,000 copies and $75.00 for 2500 copies. Now we want to add three small sections which will add to the cost somewhat. The other bidder was Carrigan & Young and their bid was just $25.00 higher. They want $90.00 for 2,000 copies."

Motion by Otis Waldon that we give the printing job to the low bidder. Seconded by Nelson Vance. Upon question the motion carried.

J. HODGKINS. "I think the Chairman should be paid for any special meetings."

B. F. HOGUE. "I think the Rules Committee, perhaps, should make a study of it and see how much cost it might run into. I think it would be better to let it come up at each meeting and let it be confined by the wishes of the men at each meeting and the state of the treasury."

Motion by Jess Hodgkins that we give it to the Rules Committee to make a study of costs of paying all members of the General Committee for all meetings that they attend in this hall. Seconded by James Van Cleave. Upon question the motion carried.

Motion to adjourn by James Van Cleave, seconded by J. Johnson.

Meeting adjourned.

(Signed) EARL LOWMAN,
Secretary-Treasurer.

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Minutes of regular meeting of the General Committee of the Independent Steel Workers Alliance, at the Alliance Hall, Monday, August 12, 1940 at 3:30 P.M.

Bruce F. Hogue, President, called the meeting to order.

Earl Lowman, Secretary-Treasurer, called the roll which showed the following members present: Otis Waldon, James Van Cleave, John Ridlbauer, Roy Ewers, Frank Hess, Harvey Champion, George Snyder, Orville Blase, Nelson Vance, Wm. Ewers, Chas. Schooley, Jess Hodgkins, Fred Liesch, Paul Perks, John Johnson, Carl Schultz, Guy Jarnagan.

B. F. Hogue. "This meeting was postponed for one week because we had several things turn up in regard to our working agreement. Paul Cantrall and I went to Chicago to talk to Mr. C. P. Patterson of the National Labor Relations Board. One thing we wanted to find out was in regard to sole bargaining rights and the other was in regard to working agreements. We don't want to accept that document as company policy if we can compel the company to sign a working agreement. We sent a letter to Mr. Patterson and told him what we wanted to know, but he was gone and the attorney for the Board answered our letter and told us we should come to Chicago and discuss our problems."

B. F. Hogue read his report of the meetings with the attorney for the National Labor Relations Board.

B. F. Hogue. "On the basis of that, we met with the company last Friday afternoon and took up the various things that had been taken up with the Board. The Management stated that being the law, they would grant us sole bargaining rights as soon as they had satisfied themselves as to the attitude of the National Labor Relations Board. The working agreement, insofar as we cannot force the company to sign, we got into some real discussion across the board. The company asked to be released from hooking up time of men who had been off over six months, but we made an issue of it and I think they will restore this section. They did agree to
4681 strike out the proposed Starting and Apprenticeship Departments. A. H. Sommer and Paul Cantrall are going to work out provisions that will take care of men who have been here less than six months. When they

have this done, we will get back in conference again. Also, we asked them to print the bonus and vacation plans and include them in book form. We don't agree to this company policy, because if we don't agree to it, we can break it anytime we choose and ask that we have something else. Now, there is some misunderstanding as to the company's rights under the law. Mr. Patterson told us that regardless of all the laws made, the company could cut your pay and could refuse to connect up time after you have been off six months. We must handle these things by objection and a show of strength or force. The Board attempts to see that men are not abused according to labor laws, and that men are not persecuted because of union affiliations. Men still have the right to think union and talk union. If they are discriminated against, the Board can put them back to work with back pay, but in regard to adjustments in wages, that is not under the jurisdiction of the Board."

4682 Minutes of special meeting of the General Committee of the Independent Steel Workers Alliance, at the Alliance Hall, Monday, October 21, 1940 at 3:30 P.M.

Brue F. Hogue, President, called the meeting to order.

The secretary called the roll, which showed the following members present: Raymond Barger, Wm. Ewers, Walter Mingus, Fred Halstead, Paul Perks, John Michaelson, Jas. Van Cleave, N. W. Tindell, Chas. Schooley, Earl Lowman, Orin Draper, John Ridlbauer, B. E. Aaron, Otis Wren.

Earl Lowman read the following applications for membership in the I.S.W.A.: W. Nichols, J. Thompson, Wm. Beale, H. Hoyland, E. Bitner, A. Maroney, Clarence Rudd.

Motion by Orin Draper, seconded by B. Aaron, that the applications be approved and the applicants admitted into membership. Upon question the motion carried.

B. F. Hogue. "This special meeting was called for the purpose of reading the new working agreement and approving it or not, as the case may be. We will have Jim start reading it and when his voice gives out, Earl will take over. It is quite lengthy and I believe we ought to read until someone hears something that they want to discuss or talk about. Then we will talk over that particular point and go on. This is really not an agreement. We have negotiated and got these conditions. It is really

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a thing of our making, but under the law, the company don't have to sign a thing of our making, or an agreement of any kind, and they will not. In other words, they are going to sign this as a working policy. If the company signs it, it will make them responsible for everything in it. If they violate it in any particular, we have the right to protest and take it up as a case. All we should do is approve the reading of it or else ask the Committee to go back and iron out anything that is not right. If it is right, it will be printed and put into book form and each member will be given a book."

The clerk read the statement of policy, which was interrupted at times for discussion of various points.

Otis Wren brought up a question in regard to being called out to the plant from home, in cases of emergency.

After discussion, B. F. Hogue suggested that the following paragraph be inserted to cover this contingency:

"When an employee is called out in an emergency, he shall be paid a minimum of two hours and shall be allowed to return hom- as soon as the emergency work is completed. This two hours pay should be at his regular average rate of pay."

Motion by Raymond Barger, seconded by John Michaelson, that this paragraph be inserted in the statement of policy. Upon question the motion carried.

Paul Perks asked about doubling back on the job.

B. F. Hogue stated that time and one-half will be paid for doubling back only in the event that the man is working on bonafide government orders.

After discussion:

B. F. Hogue. "Shall we have a motion to approve company policy as read? I don't think we should accept it in any way at all, because then, if it don't work out, we can oppose it."

After discussion:

Motion by Orin Draper, seconded by Raymond Barger, that the statement of company policy be approved as read and amended. Upon question the motion carried.

B. Aaron. "They promised us more money when we went to the new powerhouse. About two weeks after we got over there, our checks came out and I had $1.06 more for the week than I had been getting at the Wire Mill. I went after Gaumer about wages. He said he would go

after that when we got the plant operating right. He promised to do something for us. Later, he said they wanted to work out a bonus system. Al Sommer and Gaumer have figured out a bonus system. For three weeks now, we have been expecting to draw it and last Thursday it wasn't there. I went in and got after Gaumer. He called Al Sommer and Al was gone home. Then he called Conn and Conn said it was up to D. P. Sommer, who was in Chicago. We have been promised that for three or four weeks now. I told Al Sommer that we would get the Wage Committee after it, if it didn't come through. I am going to give them this week and then I am turning it over to the Wage Committee."

After discussion, motion by Orin Draper, seconded by B. Aaron, that the members of the General Committee who are attending this meeting, shall be paid the sum of one dollar each. Upon question the motion carried.

Motion to adjourn by James Van Sleave, seconded by Otis Wren.

Meeting adjourned.

(Signed) EARL LOWMAN,
Secretary-Treasurer.

Minutes of regular meeting of the General Committee of the Independent Steel Workers Alliance, at the Alliance Hall, Monday, November 4, 1940 at 3:30 P.M.

Bruce F. Hogue, President, conducted the meeting, assisted by Earl Lowman, Secretary Treasurer, and James Mahannah, clerk.

The President called the meeting to order.

The Secretary called the roll, which showed the following members present: Raymond Barger, Wm. Ewers, Miles Barler, Jess Hodgkins, Fred Halstead, John Elmore, Frank Hess, James Van Cleave, John Johnson, Chas. Schooley, Fred Liesch, Walter Mingus, Paul Perks, Sherman Hendrix, E. Friichtnicht.

B. F. HOGUE. "We had some complaint about a Muffle explosion, in which, happily, no one was hurt. And another complaint about cinders from the Powerhouse. I took these complaints up with the safety director, W. D. Speight."

B. F. Hogue read a letter from Mr. Speight, in regard to the explosion, which stated that steps were being taken to correct this condition.

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B. F. Hogue brought up the case of men being called out from home for emergency work, which was discussed at the last meeting of the General Committee.

B. F. Hogue. "We informed the company that we requested a payment of two hours. The Management took the position that this was unfair to both the men and the company, and conte-ded that they do better than that. They said if they were held down to a two hour payment, they might be compelled to cut down on work and send the men back home with a 38 hour week."

M. Barler brought up the case when a man works eight hours on one job and the following eight hours on a higher paid job.

Barler. "The company is paying time and a half on the average rate of the two jobs, instead of paying the time and one-half on the rate for the job he is actually working."

B. F. Hogue. "We have asked that they pay the time and one-half on the higher rate because it was on the higher job that the penalty time was incurred."

4684 Minutes of regular meeting of the General Committee of the Independent Steel Workers Alliance, at the Alliance Hall, Monday, April 7, 1941 at 3:30 P.M.

Bruce F. Hogue, President, called the meeting to order.

Earl Lowman, secretary-treasurer, called the roll which showed the following members present:

Raymond Barger, Ted Walters, Wm. Ewers, Guy Jarnagan, James Van Cleave, Herman Schoon, Frank Getz, John Michaelson, Orin Draper, Wm. Girdzus, Walter Mingus, Paul Perks, N. W. Tindell, Garnett Yocum, John Ridlebauer, Algie Bitner, Jess Hodgkins, Nelson Vance, Fred Halstead, Fred Liesch, John Johnson, Frank Hess, Miles Barler, Carl Schultz, Chas. Schooley.

B. F. Hogue. "This is the day for nominations of candidates for office. We have quite a few minutes to read today before we proceed with the nominations."

Motion by John Michaelson, seconded by Miles Barler, that we dispense with the reading of minutes of previous meetings. Upon question the motion carried.

B. F. Hogue. "One thing more, the vacation plan has been approved as published in the last issue of our "News Flashes". It is substantially as it was last year. Men can take vacations or not, as they choose."

After discussion:

B. F. Hogue. "Also, on the wage increase, the Wage Committee asked the company what action they intend to take. If they would agree to put the same increase into effect as what they agree to in the steel industry and at the same time, and the company said they would. We should know definitely within the next 10 days, what we are going to get and when. But, here is something to bear in mind. We will get the same amount and at the same time as is given in the steel industry, so there is nothing to worry about."

Mike Sigmund. "Will that be a general increase?"

B. F. Hogue. "Yes, that will affect everybody."

B. F. Hogue. "Marvin Merritt has said that quite a few fellows want a Stag Party. If you want a party, it should come from the floor."

Mike Sigmund. "How did the last Stag Party come out?"

Earl Lowman. "We put in about twenty dollars, part of which was for card tables and window shades, and things like that that we still have."

Motion by John Michaelson, seconded by James Van Cleave, that we have another stag party. Upon question the motion carried.

After discussion:

B. F. Hogue. "We will begin nominations for the office of President."

B. F. Hogue was nominated by B. E. Aaron, seconded by Ted Walters. Harry Barney was nominated by Mike Sigmund, seconded by John Elmore.

Motion by Ted Walters, seconded by Paul Perks, that the nominations be closed. Upon question the motion carried.

B. F. Hogue. "Now we will have the nominations for vice president."

Fred Liesch was nominated by Miles Barler, seconded by Jess Hodgkins. Paul Cantrall was nominated by Algie Bitner, seconded by John Michaelson. John Michaelson was nominated by James Van Cleave, seconded by B. Aaron.

Motion by Jess Hodgkins, seconded by John Elmore, that the nominations be closed. Upon question the motion carried.

B. F. Hogue. "We will now have the nominations for the office of Secretary Treasurer."

4685 Earl Lowman asked how the names should be placed on the ballot.

B. F. Hogue. "In the past, we have always put the name of the incumbent on the ballot first, if he was renominated."

Earl Lowman was nominated by Nelson Vance, seconded by Garnett Yocum. Miles Barler was nominated by Jess Hodgkins, seconded by Fred Liesch. Wm. Baxter was nominated by Fred Halstead, seconded by N. W. Tindell. James Van Cleave was nominated by Miles Barler, seconded by R. Barger.

There being no more nominations offered, the nominations were closed.

B. F. Hogue read a letter from J. Doubet, in which he objected to the removal of his name from the membership rolls of the union.

B. F. Hogue. "He is listed as being a foreman by the company, so we had no other choice."

After discussion:

B. F. Hogue read the following applications for membership in the I.S.W.A.: K. Kaebel, Dorothy Martens, L. Johannes, B. Sefton, L. Comerford, V. Rusk, L. Bridgestock, R. Hadank, A. Risius, S. Booth and K. Butts.

Motion by Fred Halstead, seconded by John Elmore that the applicants be admitted into membership. Upon question the motion carried.

Earl Lowman read the following bills for approval:

Joe Cose, auditing books	$6.00
J. Van Cleave, auditing books	6.00
Imogene Williams, auditing books	6.00
Janitor supplies	.81
Six note books	.60
Elmer Krigner, janitor work	2.25
Keystone Steel & Wire Co., labor deducting dues	9.00
Peoria Water Works	.71
Ray Defenbaugh Co., office supplies	6.73

B. F. Hogue read the auditors report.

Motion by Orin Draper, seconded by B. E. Aaron that the bills be approved for payment and the auditors report be accepted as read. Upon question the motion carried.

Motion to adjourn by Orin Draper, seconded by Fred Halstead.

Meeting adjourned.

(Signed) Earl Lowman,
Secretary-Treasurer.

4686 Minutes of annual meeting of the members of the independent Steel Workers Alliance, at the Alliance Hall, Monday, April 21, 1941 at 3:30 P.M.

Bruce F. Hogue, president called the meeting to order.

B. F. HOGUE. "This meeting is called annually, for the reading of a report upon the state of the Alliance and, under the bylaws, we must have the clerk read the annual report of the President.

The clerk read the annual report of the President.

After discussion:

B. F. HOGUE. "I want to express my thanks to both Jim and Earl who have been 100% cooperative with me. I know this year, I have had more work for Jim than in any previous two years before. He has never complained, but got it out as soon as he could. We will now have the annual report of the Secretary-Treasurer."

The clerk read the annual report of the Secretary-Treasurer.

After discussion, motion to adjourn by John Elmore, seconded by John Michaelson.

Meeting adjourned.

(Signed) EARL LOWMAN,
Secretary-Treasurer.

Minutes of regular meeting of the General Committee of the Independent Steel Workers Alliance at the Alliance Hall, Monday, May 5, 1941 at 3:30 P.M.

Bruce F. Hogue, President, conducted the meeting, assisted by Earl Lowman, Secretary Treasurer and J. Mahannah, clerk.

The President called the meeting to order.

The secretary called the roll which showed the following members present: John Elmore, Fred Liesch, Algie Bitner, Fred Halstead, Chas. Schooley, John Michaelson, James Van Cleave, John Ridlbauer, Paul Perks, Wm. Baxter, Otis Waldon, Orin Draper, Miles Burler, Nelson Vance, Jess Hodgkins, George Schoon, Wm. Ewers, Al Lowe, B. Aaron, N. Tindell.

B. F. HOGUE. "We have a letter from the People's Federal Loan & Homestead Association, requesting that this body pass a resolution to the effect that the officers of the I.S.W.A. are empowered to invest funds of the Alliance in their Association, and that by all of the officers

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signing a withdrawal request, the money can be withdrawn. This is simply to comply with the bylaws of the Peoples Federal, so that they can accept our money which we have invested there."

The clerk read the resolution as prepared by the Peoples Federal Loan & Homestead Association, which reads as follows:

Resolved: That the hereinafter designated officers are hereby authorized to open a savings account for this institution and to invest its funds from time to time with the Peoples Federal Savings and Loan Association of Peoria, and that said association is hereby authorized to act without further inquiry in accordance with writings bearing the signature of all such officers, unless and until it has been notified of any change of officers and of further authorization for other individuals to so sign, together with a specimen of the signature of each individual.

Bruce F. Hogue, President; John Michaelson, Vice President; Earl Lowman, Secretary Treasurer.

4687 James Mahannah, clerk.

It is hereby certified that the above named officers have been duly elected to the offices set opposite their names, that they hold such offices at this time and that their true signatures appear on the reverse hereof and that the above resolution is not a violation of our articles of association or bylaws and was duly approved and adopted at a meeting of the General Committee held May 5, 1941.

Motion by Fred Liesch, seconded by B. E. Aaron, that the resolution be adopted as read. Upon question the motion carried.

B. F. Hogue read the following applications for membership in the I.S.W.A.: Edward Belden, Evelyn Saylor, Jean Kopp, Frank Fairchild, Dorothy Rogena, Donaly Seely, Ben Vollmer, Blaine Raab, Jack Parmenter, Wilbur Davis, Robert Keller, Clayton Burgess, James Stahl, Donald Bevan, Oscar Graham, Bernadine Sefton and Wm. Saathoff.

Motion by Nelson Vance, seconded by Chas. Schooley, that the applicants be admitted into membership. Upon question the motion carried.

B. F. Hogue. "It is pleasing to see the large number of

new applications coming in. Now for a little departmental discussion."

B. F. Hogue asked the various committeemen how things were going in their respective departments.

After discussion:

B. F. Hogue read the following bills for approval of payment:

Central Illinois Light Co.	$ .77
Ray Defenbaugh Co., office supplies	8.00
Peoria Water Works Co.	1.09
Central Ill. Light Co.	3.92
Keystone Steel & Wire Co., labor deducting dues	9.00

Motion by B. E. Aaron, seconded by Paul Perks, that the bills be paid. Upon question the motion carried.

Motion to adjourn by Fred Liesch, seconded by John Elmore.

Meeting adjourned.

(Signed) Earl Lowman,
Secretary-Treasurer.

Minutes of special meeting of the General Committee of the Independent Steel Workers Alliance, at the Alliance Hall, Thursday, May 15, 1941 at 3:30 P.M.

B. F. Hogue, President, called the meeting to order.

The clerk called the roll, which showed the following members present: Harry Barney, Chas. Campbell, Guy Jarnagan, Ted Walters, Paul Perks, Anton Mehle, Nelson Vance, John Michaelson, Wm. Ufford, Jess Hodgkins, James Thomas, Frank Hess, Wm. Ewers, Otis Wren, Garnett Yocum, Orin Draper, Fred Liesch, Maurice Andre, Wilbur Kelley, Hank Nanninga, Rudolph Strope, Glen Bryne, Warren James, Ray Anderson, Kenneth Petri, Oscar Bryson, N. W. Tindell, V. Hanson Sr.

B. F. Hogue. "We have a condition which we are going to get straightened out this afternoon, that is due to the fact that we have both the president and the vice-president now elected from the Wire Mill, for the first time. The bylaws provide that where this happens, that one of the members from the mill not having representation in one of these offices, shall be appointed to handle our affairs on that side. Insofar as that condition did arise, we will have to appoint a man to take charge of our work on that side and we will also have to provide a salary commensurate with the work to be performed.

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I was asked the other day, that if we have a vice president, why he didn't go to the steel plant and take care of that work without having to appoint another man. The answer to that, is that the man who has charge of the steel plant should be a man who is familiar with the steel plant and who is competent to talk with the company on any condition of grievance that may arise. Any wire mill man who hasn't had the opportunity to do that work, is not competent to deal with it. As provided in the bylaws, I am going to appoint Paul Cantrall as Chairman of the Wage Committee, and issue a letter of authority, giving him charge of steel plant affairs of the I.S.W.A., the same as he did before. I am appointing Paul Cantrall because he received the next highest number of votes for the office of Vice President."

PAUL CANTRALL. "After giving a great deal of thought to the matter, I believe I am going to turn that down. In the first place, I was voted out and I feel that I should step out on that account. Then, too, it has been brought to my attention several times, on account of getting the extra heating work. One of the men is gone now and I am on that job, and for that reason, I feel that I will step out."

B. F. HOGUE. "I am sorry you feel that way."

PAUL CANTRALL. "In the first place, I don't want to be a stumbling block to the union in any way and I have certainly enjoyed my association with this organization. I never was in it for the money involved and I believe that will be the best thing for me to do."

B. F. HOGUE. "I am sure we all know that Paul has always been an earnest worker in the union and I believe, as he said, he was not in it for the money involved."

After discussion:

B. F. HOGUE. "Then, for the same reason, I am going to appoint Fred Liesch, because next to Paul Cantrall, he got the most votes. That will make a change in the setup. I submit the following appointments for your approval:

Wage Committee: Fred Liesch, Chairman, Jesse Hodgkins, John Elmore, Imogene Williams.

Rules Committee: Warren James, Chairman, Walter Mingus, Garnett Yocum, Frank Hess.

Seniority Committee: Ted Walters, Chairman, Algie Bitner, Orin Draper, Harry Barney.

Auditing Committee: Joe Cose, Chairman, Paul Perks, Wm. Ufford.

After discussion, motion by N. W. Tindell that the appointments be approved. Seconded by Nelson Vance. Upon question the motion carried.

After discussion concerning the amount of salary to be paid to Fred Liesch as Chairman of the Wage Committee in charge of steel plant I.S.W.A. affairs, motion by Walter Mingus, seconded by N. W. Tindell, that this salary be set at $20.00 per month. Upon question the motion carried.

B. F. Hogue. "We are having a Stag Party Saturday night. I don't know how it is going to go. We are hoping to have a crowd. Many of the members wanted a stag party very badly, and since they got it, they don't want it as bad as they thought they did. I do wish every one of you would boost it, so that we do not make a fizzle out of it."

B. F. Hogue introduced the men in the meeting to one another.

4689 After discussion of departmental problems:

B. F. Hogue read the following applications for membership in the I.S.W.A.: O. Fencher, W. Tolley, Ira Haggerty and Floyd Paten.

Motion by Garnett Yocum, seconded by John Elmore, that the applicants be admitted into membership. Upon question the motion carried.

B. F. Hogue read the following bills for approval: Central Illinois Light Co. $3.52.

B. F. Hogue read a letter from the Reyburn Insurance Agency in regard to the bond of the Secretary-Treasurer, which should be renewed.

N. W. Tindell. "I think it would be wise to make the bond for $4,000.00 so that it will cover all that we have."

Motion by N. W. Tindell, seconded by Otis Wren, that we purchase a surety bond in the amount of $4,000.00 to cover the Secretary-Treasurer. Upon question the motion carried.

Motion by Walter Mingus, seconded by Garnett Yocum, that the light bill be paid as read. Upon question the motion carried.

Motion by Orin Draper, seconded by Jess Hodgkins that

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the members be paid $1.00 each for attending this meeting today.

After discussion: Upon question the motion carried.

Motion to adjourn by John Elmore, seconded by Nelson Vance.

Meeting adjourned.

(Signed) EARL LOWMAN,
Secretary-Treasurer.

Minutes of Regular Meeting of the General Committee of the Independent Steel Workers Alliance, at the Alliance Hall, Monday, July 7, 1941 at 3:30 P.M.

Bruce F. Hogue, President, called the meeting to order.

The clerk called the roll, which showed the following members present: Harry Barney, John Michaelson, Orin Draper, Kenneth Petri, Wilbur Kelley, Hank Nanninga, Leo Clodfelter, John Elmore, R. Wolfer, Guy Jarnagan, Paul Perks, Anton Mehle, Vincent Murphy, Frank Getz, Harry McMullin, Wm. Ufford, Jacob Schauwecker, Frank Hess, Wm. Ewers, Nelson Vance, James Thomas.

B. F. Hogue stated that we have been solicited for a contribution to the United Service Organizations. He explained the good work done by this organization in army camps.

B. F. HOGUE. "Since we didn't have a meeting last month, another thing to be discussed is the use of this hall for card parties, etc., which was stopped for one reason. I sent all of the Chairmen notices. For several months, we have kept the hall open for many members who wanted to play cards and for parties, or anything like that, but the hall was left open and in bad shape most every time. Rubbish was strewn around the room and our costs for cleaning were becoming excessive, as well as the amount of our light bills. Our main reason for stopping it was the loss on the Stag Party. We took a loss on the stag party.

4690 If we have any extra money to spend, it should go to our Committeemen, who work for little or nothing. I will not permit anything but union activities in this hall. There was some talk that certain departments were going to make us allow them to play cards up here, whether we wanted to or not, but the order still stands, and won't be changed unless you men say so, because I won't tolerate it myself.

I have some other work to take care of today, so I cannot stay for the end of the meeting."

B. F. Hogue read the following bills for approval of payment:

Keystone Steel & Wire Co., labor deducting dues	$ 9.00
Peoria Water Works Co.	1.09
Ray Defenbaugh Co., office supplies	16.09

Motion by Nelson Vance, seconded by Paul Perks, that the bills be paid. Upon question the motion carried.

B. F. Hogue read the following applications for membership in the I.S.W.A.: E. Piquard, D. Dodson, C. Shive, J. Pumphrey, F. Bliss, W. Coleman, C. Blessing, R. Bratt, Robt. Graham, P. Butler.

Motion by Orin Draper, seconded by John Elmore, that the applicants be admitted into membership. Upon question the motion carried.

B. F. Hogue left the meeting. John Michaelson, Vice President, took over the gavel.

John Michaelson brought up the question of a donation to the U.S.O. and asked for discussion.

After discussion, motion by Nelson Vance, seconded by Harry Barney, that we donate the sum of fifty dollars to the United Service Organizations. Upon question the motion carried.

J. MICHAELSON. "In regard to the use of the hall for card parties, etc., I for one, am glad it is over."

H. NANNINGA. "I think we should let it as it is, as Bruce put it, and see how it works out."

After discussion, motion by Hank Nanninga, seconded by Orin Draper, to leave the use of the hall in the present status for a trial period of six months. Upon question the motion carried.

Motion by Wm. Ufford, seconded by Kenneth Petri, that we dispense with reading the minutes of the previous meeting. Upon question the motion carried.

Motion to adjourn by Orin Draper, seconded by John Elmore. Meeting adjourned.

(Signed) EARL LOWMAN,
Secretary-Treasurer.

4691 Minutes of meeting of the General Committee of the Independent Steel Workers Alliance, at the Alliance Hall, Monday, March 2, 1942 at 3:30 P.M.

Bruce F. Hogue, President, called the meeting to order.

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The clerk called the roll, which showed the following members present: John Michaelson, Guy Jarnagan, Henry Mohn, Kenneth Petri, Anton Mehle, Nelson Vance, Wm. Ufford, Jesse Hodgkins, Ted Walters, Paul Perks, Carl Otten, Vern Hanson Sr., Orin Draper, Algie Bitner, Ira Haggerty, Frank Hess, Fred Schreiber, Warren James, Ivan Moore, J. Schawecker, B. Aaron, N. W. Tindell.

B. F. Hogue. "During the past month, the Wage Committee has met and is meeting tomorrow at 1:30 P.M. with the Management, to discuss the wage question which we all are very much interested in. Personally, I think we are going to get a raise around the first of April. In spite of all the newspaper talk about the attitude of the Government being against a raise, in fact, right out and out statements that there shouldn't be any wage increases, it may not be as much as we want."

After discussion of the possibility of obtaining a general wage increase.

B. F. Hogue. "Let us open the meeting for discussion of current department problems. Has anyone anything in his department that is causing any commotion or that he needs help on? Are you boys from the Steel Plant Yard department?"

4692 W. Newell. "Yes. Is there supposed to be a seniority list up on the wall in the labor shanty?"

B. F. Hogue. "We will get one put up there if that is what you want. Other departments have had them for years, but now you have a Committee out there and possibly you can have some more things which you have missed."

E. Bitner. "How about going from the Rod Dock to the Blooming Mill?"

B. F. Hogue explained the line of promotion at the steel plant.

Bitner. "I turned a job down at the dock and after I was in the Blooming Mill, they said I had to go through the dock to get to the Blooming Mill."

B. F. Hogue. "Were you bumped off by a younger man?"

Bitner. "The fellow who bumped me off was an older man that I am."

After discussion:

B. F. Hogue. "I don't think the present system is clearly enough defined. This seniority list will help. If you see

another man going ahead of you, you can look on the list and see if that is right or not and you can make a case out of it before a man can get established on a job out of turn. The thing to do, is for a man to holler right away if he is passed up."

After discussion, E. Bitner explained the details of his case.

B. F. HOGUE. "Ted, will you check into this case and see what you can find out?"

TED WALTERS. "Yes, I will."

After discussion of the Yard Department procedure,

Albert Chapman said that Foreman Charles Graham said that Chapman had turned down a job on the Link-Belt crane, but Chapman said that was not true.

B. F. HOGUE. "We will get the Seniority Committee busy on this case. You Committeemen, Haggerty and Newell, should notify all of the men in your department to come to a meeting in this hall on Friday afternoon at 3:30 P.M. Then we will get the thing straightened out properly."

B. F. Hogue read the following bills for approval:

Ray Defenbaugh, office supplies	$19.70
Peoria Water Works Co.	.33
Series F, Defense Bond	74.00
Central Ill. Light Co.	1.60
Keystone Steel & Wire Co., labor deducting dues	9.00

Motion by Paul Perks, seconded by Jess Hodgkins, that the bills be approved. Upon question the motion carried.

B. F. Hogue read the following applications for membership in the I.S.W.A.: Marion Goeken, Carl W. Freitag.

Motion by Orin Draper, seconded by B. E. Aaron, that the applications be approved and the applicants admitted into membership. Upon question the motion carried.

Wm. Ewers asked about men working on leaves of absence.

B. F. HOGUE. "Under the new rules, men should apply to their foremen for leaves of absence."

B. F. HOGUE. "We had a Drawing Department meeting this afternoon. We have three cases to take up with the company tomorrow. One from the Testing Department, a request for a general wage increase, and here is something perhaps some of you have heard about. We had a member at the Steel Plant who, quite a few years
4693 ago, was working on the T.P. & W. Railroad. He lost out on that job in the strike of 1929. The Union

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lost out and Guy Rambo belonged to the Trainmen and he lost out too. The other men who took those jobs are now on strike and Rambo felt this was his chance to get his old job back. Because, he only had to work a few more months to be eligible for a pension. The company didn't give him a leave of absence, but they let him go. I got a letter from the Railroad Trainmen, from the Vice President, and he called attention to the man working as a scab on the T. P. & W. and asked this union to take some action. The next day I came up and asked the company what they were going to do about it. So, he was discharged from the Keystone and he is finished. Now, do you want to let the matter rest, or do you want his name removed from our records?"

B. Aaron. "Let's throw him out as a member. I make a motion that we throw him out as a member of this union." Seconded by N. W. Tindell. Upon question the motion carried.

B. E. Aaron. "What is this C.I.O. talk that we got the letters about?"

B. F. Hogue. "One ofthe foremen in the Rod Dock was signing up a few of the boys for the C.I.O. I think we have that situation in hand. I appreciate the help from the Steel Plant Committeemen on that."

J. Hodgkins. "I make a motion that we notify the Vice President of the Trainmen that Guy Rambo has been removed from our membership rolls." Seconded by B. Aaron. Upon question the motion carried.

Motion to adjourn by Nelson Vance, seconded by Wm. Ewers.

Meeting adjourned.

(Signed) Earl Lowman,
Secretary-Treasurer.

Minutes of Regular Meeting of the General Committee of the Independent Steel Workers Alliance, at the Alliance Hall, Monday April 6, 1942 at 3:30 P.M.

Bruce F. Hogue, President, called the meeting to order.

The clerk called the roll, which showed the following members present: Harry Barney, Wm. Ufford, Guy Jarnagan, Algie Bitner, Kenneth Petri, B. E. Aaron, John Elmore, Orin Draper, Walter Mingus, Fred Liesch, Paul Perks, Dan Rice, John Michaelson, Warren James, Jesse Hodgkins, Ira Haggerty, Oscar Bryson, Otis Wren.

B. F. Hogue. "Since our last meeting, we have had some trouble. It didn't amount to much. Some C.I.O. trouble both inside and outside the plant, which has been effectively put down. Part of it arose in our trimming shed over the fact that some of the company's representatives were active in promoting some agitation for the C.I.O. movement. It was so unusual, because we had been notified by the company that these men were foremen. It was something new to us and we notified the company that certainly, we were not going to permit any of that sort of thing to happen with one of their foremen. After thinking it over, I thought it might be best to make a trip to Chicago and talk to the Regional Director of the National Labor Relations Board and he advised me that if we had proof, in a written letter, that this man was a company representative, or foreman, and/or was head of a department or such, and we had the company's signature on that, and if he did do that work during his regular working hours, that is, if he acted to promote membership for another union during working hours, then the Keystone company did become a party to an illegal labor practice."

After discussion of this matter:

4694 B. F. Hogue. "I spent two days up there interviewing the Board and in going to the Republic to see what I could find out about the proposed wage increase and I think I am entitled to some compensation for the two days I lost. I think I should at least, get wages for it. I got a check for $27.50 from Earl and my actual expenses were $14.20."

F. Liesch. "If it is approved by the General Committee, I make a motion that it be paid." Seconded by Otis Wren.

After discussion, F. Liesch clarified his motion to read that the payment of $27.50 to B. F. Hogue be approved. Upon question the motion carried.

B. F. Hogue. "Now, we have nominations. Let's us have that and get it over with. Every year, on the first meeting in the month of April, we have nominations. We also want to say that all committeemen here should make arrangements for a meeting of their own department, so that you can have nominations for department committeemen and get them in. We also have a bylaw for your

approval, which should make it possible to have a better committee in several departments. In other words, each department will have six men to choose from. All of you fellows who can, should have your meetings and if you notify Earl, you can arrange to get the hall. Have your meetings and nominate your candidates for committeemen. We will now open the meeting for nominations for the office of president."

JESS HODGKINS. "I nominate Bruce Hogue." Seconded by Orin Draper.

B. AARON. "I nominate John Michaelson." Seconded by Harry Barney.

Motion by Orin Draper that the nominations be closed.

F. LIESCH. "I nominate Harry Barney." Seconded by Walter Mingus.

JOHN ELMORE. "I second the motion to close the nominations." Upon question the motion carried.

B. F. HOGUE. "Now we will have nominations for the office of Vice President."

JESS HODGKINS. "I nominate Fred Liesch." Seconded by Harry Barney.

JOHN MICHAELSON. "I nominate Bryant Aaron." Seconded by Otis Wren.

JOHN ELMORE. "I nominate Walter Mingus." Seconded by Guy Jarnagan.

Motion by Jess Hodgkins that the nominations be closed. Upon question the motion carried.

B. F. HOGUE. "Now for the nominations for Secretary-Treasurer."

ORIN DRAPER. "I nominate Wm. Backes." Seconded by B. Aaron.

HENRY MOHN. "I nominate Earl Lowman." Seconded by Jess Hodgkins.

WALTER MINGUS. "I nominate Warren James." Seconded by Harry Barney.

ORIN DRAPER. "I move that the nominations be closed." Seconded by John Elmore. Upon question the motion carried.

B. F. HOGUE. "There is your ticket. You fellows who have department nominations to get, get them in as quickly as you can. Before we read the bills, we had a condition in the Steel Plant Yard department which went on for years and we didn't know a thing about it."

O. Draper. "In the Wire Mill Yard?"

B. F. Hogue. "No, at the Steel Plant Yard. The fellows have just been treated terrible. A few weeks ago, some of this was brought out to our attention. We had the boys up here and we got them straightened out and I know that these men are going to have happier days. These foremen cursed the men on the job and abused them and many things of that kind. I don't know why the men didn't tell us about it before this."

After discussion:

B. F. Hogue read the following bills for approval:

4695

Central Illinois Light Co.	$ 1.50
U. S. Defense Bond, Series F	74.00
Keystone Steel & Wire Co., labor deducting dues	9.00

Motion by Henry Mohn, seconded by Paul Perks, that the bills be approved and paid. Upon question the motion carried.

B. F. Hogue. "We have an application for membership in the Alliance from Theo. E. Hoffert and one from Wm. E. Waples. Also, we lost a member through death. Robert Cloat, from the Machine Shop, died and we paid his widow the two hundred dollars, as he was a member of the Benefit Fund Plan."

Motion by Henry Mohn, seconded by Otis Wren, that the applications be approved. Upon question the motion carried.

Henry Mohn brought up the question about an alien being employed in the steel plant storeroom, while Americans are laid off.

B. F. Hogue. "What are the facts in the case?"

W. Mingus. "He is all right. He is trying to get his citizenship papers so he can enlist in the Army. He has his first papers and didn't have his second papers. That is why he is not in the Army now."

After discussion:

John Michaelson. "I know that fellow personally. He happens to be a german. His name is Henry Gloser. He is willing and anxious to serve in the Army and will go as quick as his papers are cleared up."

B. F. Hogue. "If that is the case, I think the question has been disposed of."

After discussion about Rod Dock representation:

BLEED THROUGH – POOR COPY

B. F. Hogue. "We have a condition that arose in the main office. That five day work week question. Most of you know that we are trying to get a five day week for them like the rest of the plant has. It finally got to a point where there was no use arguing any further. They have made up their minds that they will not do it, and we will have to either drop the case or take some drastic action. We are sending letters out to all members from the office department and asking them to vote one or two ways. Either to go ahead with the fight or drop it. If the vote to go ahead with it, we will ask the company to reconsider and if they refuse, we will ask them to arbitrate. If they refuse to do that, then we plan to authorize those people to stay home of Saturday and close the office down. It was thought advisable to stop work only on Saturday."

After discussion:

B. E. Aaron. "I make a motion that we ask the company to reconsider." Seconded by Walter Mingus. Upon question the motion carried.

Paul Perks. "I have two things to bring up. I would like to know what the Wage Committee has found out about more money for us. Some time ago, John Moritz told our Committee that our foreman is in favor of us getting more money and said he would do what he could for us."

B. F. Hogue. "We haven't any report except that we took the matter up and he said that they have started work on a new testing room and when they got that done, they would start work on a production basis in there. Does that answer your question?"

P. Perks. "No. Moritz said he would let us know the following Friday and that has been several weeks ago and I have heard nothing. John Moritz said this raise would not affect the bonus."

John Elmore. "Maybe you should contact Moritz again. He is in town now."

P. Perks. "The second thing I would like to know, is if three fellows have been notified about coming back to work. They are Catterall, Mitchell and Schantz. If Catterall don't want to come back, the next men should be given the chance."

4696 WARREN JAMES. "There is another thing we might take up. About the ballots. The reason is to simplify the counting of the ballots."

B. F. HOGUE. "Bring out your idea and let the men vote on it."

W. JAMES. "To have two different ballots. One ballot for the officers of the I.S.W.A. and one ballot for committeemen."

After discussion, Warren James placed his suggestion in the form of a motion to have separate ballots for the election of officers and department committeemen. Seconded by F. Liesch. Upon question the motion carried.

B. F. HOGUE. "We had a case last year, where some departments had only two or three names on their ballot. The Rules Committee met last week and recommended that any department who does not have their committee nominations by April 20, that the Rules Committee will get together and name a list of six names to put on their ballot. You have until April 20 to get your nominations in. If you don't do that the Rules Committee will hold an investigation and find the best qualified men to put on the ballot. That is the only way we know to arrange it so that departments would all have full ballots."

After discussion:

P. PARKS. "I don't think there should be more than five names on the ballot, if six is a full ballot."

B. F. HOGUE. "That sounds like a good idea. It will allow one name to be written in."

P. PARKS. "I will make that as a motion." Seconded by Warren James. Upon question the motion carried.

B. F. HOGUE. "Some months ago, we passed a motion that in the April election, we would have a referendum on the matter of compulsory membership in the Benefit Fund Plan for all members. My thought is that we are going along all right and we should not stir up anything at this time."

HENRY MOHN. "I still think we should leave it as it is."

After discussion:

Motion by B. Aaron, seconded by H. Mohn, that we leave the membership in the Benefit Fund Plan on a voluntary basis. Upon question the motion carried.

BLEED THROUGH – POOR COPY

Motion to adjourn by Orin Draper, seconded by B. Aaron.

Meeting adojurned.

(Signed) EARL LOWMAN,
Secretary-Treasurer.

Minutes of regular meeting of the General Committee of the Independent Steel Workers Alliance, at the Alliance Hall Monday, May 3, 1942 at 3:30 P.M. with the following men present: Harry Barney, Warren James, D. Capronica, Robt. Lulay, Vincent Murphy, John Michaelson, Jess Hodgkins, Maurice Andre, Paul Perks, Frank Getz, Wm. Ufford, Fred Leisch, Kenneth Petri, Carl Otten, George Lee.

Brue F. Hogue, President called the meeting to order. The clerk called the roll.

B. F. HOGUE. "We have here, the quarterly report of the Auditing Committee:

The clerk read the auditors report.

4697 Motion by Jess Hodgkins, seconded by Ted Walters, that the auditors report be accepted as read. Upon question the motion carried.

B. F. HOGUE. "We have quite a bit of work this afternoon, getting ready for the election tomorrow. I think we should open the meeting for discussion of trouble that should be handled. Otherwise, we will adjourn because we will have another meeting within a week. Also, we might talk just a little bit about the proposed wage increase that we hope will come through. The War Labor Board is holding daily meetings in the hope of arriving at a settlement. It looks to me like about a 10¢ per hour increase."

After discussion concerning the proposed wage increase:

B. F. HOGUE. "The men in the Fence and Netting Departments are casualties of this war. Both departments are closed down. There are men leaving every day to go to the Army. These men will eventually all be placed on jobs. We have already placed 27 of the Fence Department men in other jobs. The Netting Department men have been placed but they will grab any job they can get until something turns up that will make them a better job. Now, we have a report from the Shipping

Department, who tell us that some of their members will be out of work before long. The company says there will be work for all. The only trouble is that some of the men don't like the kind of work they are getting. One man complained that his new job was too hard for him at his age."

After discussion of this problem:

OTIS WREN. "Ollie Heren was called out from home for an emergency job and he paid his bus faire to the plant and back home and only worked one hour. He punched his time card in and out and only got paid for one hour. We had an argument about that about a year ago. How was that settled?"

B. F. HOGUE. "I will take that up in the morning. He should be paid two hours at least."

JESS HODGKINS. "I don't know whether or not I am in order, but I wonder if the company would put up an honor roll for the boys in the service?"

B. F. HOGUE. "That is a good idea."

Motion by Jess Hodgkins, seconded by Ted Walters, that we ask the company to erect an honor roll in each plant. Upon question the motion carried.

B. F. HOGUE. "Here are some bills."

Central Illinois Light Company	$1.90
Peoria Water Works Co.	.35
Keystone Steel & Wire Co., labor deducting dues	9.00

Motion by Paul Perks, that the bills be approved for payment.

Seconded by Fred Leisch. Upon question the motion carried.

B. F. Hogue read the following application for membership in the I.S.W.A.: W. F. Smith.

Motion by Fred Leisch, seconded by Warren James, that the application be approved. Upon question the motion carried.

B. F. HOGUE. "Everything will be in readiness for the election tomorrow and the polls will be open from 6:00 A.M. to 5:00 P.M. Let us hope that the usual nice vote and turnout will be here tomorrow."

Motion by Ted Walters, seconded by Jess Hodgkins, to dispense with the reading of the minutes of the last meeting. Upon question the motion carried.

Earl Lowman suggested that we purchase a $500.00

BLEED THROUGH – POOR COPY

War Savings Bond this month instead of the usual $100 bond.

Motion by Ted Walters, seconded by Paul Perks, that we purchase a $500 war savings bond. Upon question the motion carried.

4698 B. F. Hogue. "We are going to get vacations this year, on the same basis as last year. They are going to encourage the men to go early this year."

After discussion:

Motion to adjourn by Fred Liesch, seconded by Warren James.

Meeting adjourned.

(Signed) Earl Lowman,
Secretary-Treasurer.

Minutes of Special Meeting of the General Committee of the Independent Steel Workers Alliance, at the Alliance Hall, Wednesday, May 13, 1942 at 3:30 P.M.

Bruce F. Hogue, President, called the meeting to order.

B. F. Hogue. "This is an annual organization meeting that is held each year, following the election of new committeemen and officers. It is called for the purpose of conducting such business as we may have before us, as well as to nominate standing committees and to sort of give a review of what should be the policy that will be followed by our committees and the officers in contacting the company on grievances, so that we all will go along alike and won't get off on different paths. In the past a lot of complaints have been caused because men were not familiar with the seniority policy in effect, and sometimes these cases would get pretty well along before it was discovered that the man really didn't have a proper case. If a member has not a case he should know it right at the start. If he has got a case, it should be fought until it is won. Also, in the annual report, we made some mention of some pay increases that should be given and there was some mention made of party for the summer. Quite a few of our members would like some sort of a summer party this year. I haven't anything definite in mind. Perhaps we might be able to get one of the big parks for a picnic or basket lunch."

After discussion:

B. F. Hogue. "You men are the governing body of this

union. You make the rules and spend the money and make the policy for the officers to follow in governing this union. The Wage, Seniority and Rules Committees are working for you because you have the right to reverse every action they take. You have a lot of responsibility. You are the watchdog of all of the funds. What we do must be within the rules and is subject to your approval, as provided in the bylaws. We will now call the roll."

The clerk called the roll, and as each man's name was called, he stood and was introduced to the members present. The following members answered roll call: Wilbert Kelley, John Cordes, Donald Beltz, Sherman Matheny, Earl Lockhart, George Sipka, George Schoon, Walter Mingus, Lester Kimzey, Louis Borgra, Glen Hoverson, Wayne Newell, Francis Yager, Alonzo Johnson, Algie Bitner, Paul Bessert, Cecil Butler, C. Christensen, Adolph Pasche, F. Petticord, Kearney Jones, John Michaelson, Carl Stammerjohn, Walter Meisinger, Jesse Hodgkins, Ted Walters, Carl Otten, Kenneth Maul, V. Murphy, George Lee, Garnett Yocum, Wm. Ufford, Clayborne Scott, Wm. Gerdes, Nelson Vance.

B. F. Hogue. "We have a fine turnout today. We will now nominate our committees. This is subject to your approval. Any man has a right to object to any appointment and you must reject or approve the appointments. Here is the slate:

Rules Ways & Means Committee: Walter Mingus, Chairman, Frank Hess, Wm. Ufford and Garnett Yocum.

4699 Wages and Working Conditions Committee: Sherman Matheny, Chairman, Eugene Foltz, Alonzo Johnson and Donald Beltz.

Seniority Committee: Algie Bitner, Chairman; Jess Hodgkins, Harry Barney and John Huber.

Auditing Committee: Joe Cose, Chairman; Imogene Williams and Henry Ackerman.

B. F. Hogue explained the experience and qualifications of the various members of the committees above.

After discussion:

Motion by Nelson Vance, seconded by Fred Petticord, that the committee appointments be approved as read. Upon question the motion carried.

After further discussion of a party for the members:

CECIL BUTLER. "The fellows at the steel plant asked me if we couldn't get a bunch up to go down to see the St. Louis Cardinals play ball."

B. F. HOGUE. "Would quite a few men want to go?"

C. BUTLER. "Yes, I think quite a few would go. In other years they used to drive down, but now they have to save their rubber."

B. F. HOGUE. "If you will get the names of those who will go, so that we will know what we are talking about, we will check into it."

B. F. HOGUE. "We have a Wage Committee meeting tomorrow on the office days per week case, and I believe now, that we are going to win it."

GEORGE SIPKA. "I have a proposition up about the Open Hearth pit men. They are making a lot more of hot top heats now and it is a lot more work for them and they think they should have more money. It makes it hotter for them to work with hot top heats."

B. F. HOGUE. "We will take it up with A. H. Sommer and see what we can do on that. We may be able to help them."

CLAYBORNE SCOTT. "Since they get this oil and pig iron in on barges, we have a lot of extra work that we don't get anything for. We are on a tonnage basis and we don't get anything extra for that."

After discussion, Earl Lockhart said the fact that they were making more high carbon steel causes a like condition in the Blooming Mill.

After discussion, the representatives of the Open Hearth, Blooming Mill, Rod Mill and Rod Dock all agreed that they should be paid more money for handling high carbon steel.

After discussion:

B. F. HOGUE. "Now that is a job for the new committeemen out there. Take it up with your foremen and if you can't help yourself, let us know and we will turn the Wage Committee loose on it."

B. F. Hogue instructed the new committeemen in the proper way to handle grievances, warning them not to take up a case with the foreman unless accompanied by at least one other member of the committee.

After discussion:

B. F. Hogue read the following applications for membership in the I.S.W.A.: Bernard Van Norman, Mary Long.

Motion by Garnett Yocum, seconded by L. Borgra, that we approve the applications as read. Upon question the motion carried.

B. F. Hogue. "Our member Charles Zeigler, of the Nail Mill, died last Saturday night. He had the protection of the Benefit Fund Plan and we have paid the widow $200.00."

After discussion of the Benefit Fund Plan:

Motion by Jess Hodgkins that notices be sent out
4700 to all three members of each department committee, whenever there is to be a meeting of the General Committee. Seconded by Nelson Vance.

Motion to adjourn by Fred Liesch, seconded by L. Borgra. Meeting adjourned.

(Signed) Earl Lowman,
Secretary-Treasurer.

Minutes of regular meeting of the General Committee of the Independent Steelworkers Alliance, at the Alliance Hall, Monday, June 1, 1942 at 3:30 P. M.

Bruce F. Hogue, President, conducted the meeting, assisted by J. Mahannah, clerk.

The president called the meeting to order.

The clerk called the roll, which showed the following members present: Wilbert Kelley, Donald McMorris, Vincent Murphy, Sherman Matheny, Garnett Yocum, Julius Edwards, Eugene Foltz, P. Dorethy, Henry Mohn, John Cordes, Kearney Jones, John Kaeble, John Peden, W. Meisinger, W. Mingus, Wm. Gerdes, Louis Borgra, Ben Hermann, Forest Gentry, John Elmore, Alonzo Johnson, Homer Coward, Cecil Butler, John Johnson, John Light, Fred Schreiber, Otis Wren, Fred Slusher, Carl Stammerjohn, Wm. Baxter, C. Barker, Nelson Vance.

B. F. Hogue. "Does anyone know anything about the proposed excursion to St. Louis on a baseball trip? I made an investiagation and the cost will be $6.25 per person, for the round trip, including a box seat ticket and a round trip on the street cars to the park from the St. Louis depot. It will be on July 18th, if we go through with it."

After discussion:

B. F. Hogue. "We were called out to the main office an hour or so ago to see W. H. Sommer and he informed us that the company is making plans for a more concentrated war bond drive. He went into considerable detail. Here is a telegram from the secretary of the treasury department, in which he asks us that our war bond pledges be increased."

B. F. Hogue read the latest telegram from the Secretary of the Treasury.

The clerk read a letter from Mr. H. Morgenthau Jr., in which he requested that at least 10% of the payroll be pledged for war bond purchases.

After discussion:

Motion by Walter Mingus that we cooperate in the drive to increase War Bond purchases in every way possible. Seconded by Henry Mohn. Upon question the motion carried.

B. F. Hogue. "We also mentioned the subject of vacations. They told us that the Government has already, in nearly all war plants, issued an order that nobody can have a vacation. He said Keystone has not been given that notice yet, and that Keystone would modify it to the extent that old or inform members get their vacations and the rest work. They are going to post a bulletin showing just what the plan will be. Vacation checks will be out not later than the third week in June."

After discussion:

Julius Edwards brought up the question of extra pay for open hearth pit men on hot top heats.

J. Edwards. "We took it up with Al Getz and he took it up with the higher ups and they turned it down. So, I have been authorized to bring it up here and turn it over to the Wage Committee."

4701 B. F. Hogue. "I wonder if you will write up a few of the facts in the case, so that we will have enough details to build up a good case on it? Then we will go right ahead on it."

J. Kaebel. "I would like to know about this election. There was about 500 members voted and about 750 didn't vote. Most of the fellows didn't know we had an election."

B. F. Hogue. "We have no right to put signs within the plant. The election was advertised for months ahead

and at least enough of your friends knew about it to elect you to the committee."

J. KAEBEL. "A lot of the men think they should have a chance to go on a party and get on a pretty good drunk, since the union has so much money, and it shouldn't cost them anything."

B. F. HOGUE. "That was brought up in the last meeting and we decided to talk it over again today. If you want to have a Labor Day party, that is all right. It will be a lot of work. I think you should decide to have something for the whole membership, including the wives and children."

After discussion of a party and where it should be held, etc.

Motion by Jack Kaebel, seconded by Walter Mingus, that we have a party on Labor Day. A standing vote was unanimously in favor of the motion.

After some discussion, the following men agreed to serve upon a special picnic committee: K. C. Jones, Henry Mohn, F. Gentry, Fred Liesch, D. McMorris, J. Edwards, Jack Kaebel, John Johnson, James Clark, L. Hasten.

B. F. Hogue read the following applications for membership in the I.S.W.A.: Sam Crosby and R. Brown, Max Knable.

Motion by Henry Mohn, seconded by J. Clark, that the applications be approved. Upon question the motion carried.

FRED LIESCH. "Sam Crosby has a case he wents aired. He quit the union some time ago because he had to take a promotion he was in line for. I would like to make a motion that Sam Crosby be withheld from membership for 60 days."

JOHN ELMORE. "It looks like there should be some evidence introduced here, or some explanation for that."

F. LIESCH. "If you fellows want to make an investigation, I will withdraw my motion. He was asked to come back in a dozen times by Paul Cantrall and me. He only wents to come back because he has a case."

After discussion:

Motion of F. Liesch was seconded by John Elmore. Upon question the motion carried, 22 to 11.

B. F. Hogue read the following bills for approval:

BLEED THROUGH – POOR COPY

Peoria Water Works Co.	$0.30
Central Ill. Light Co.	1.60
Keystone Steel & Wire Co., labor deducting dues	9.00

Motion by Henry Mohn, seconded by John Johnson, that the bills be approved for payment. Upon question the motion carried.

B. F. Hogue. "Now, in the annual report, we also advocated an increase in compensation paid wherever we could and we have made quite a study of the thing. It would be a fine thing if we could pay everybody enough to make it worth while. For instance, what I am going to propose, will cost $850.00 per year and it won't make anybody rich either. I propose that each chairman be increased by a dollar per month. Certainly the Chairman should make as much or more than anyone on his committee."

4702 William Baxter. "Where do the other committeemen make any money?"

B. F. Hogue. "By attending meetings in place of the Chairman. So, I propose that each chairman's salary be increased one dollar per month. Then the second man on the committee should have his fifty cent rate increased to a dollar. If the Chairman don't come to the meeting and the second man comes, the second man should get the dollar and the third man should get 50¢. Our Rules, Wage and Seniority Committees get $3.00 at the present time, and I propose that it be increased to $4.00 with a top of $5.00. As for myself, for quite a long time, I have been paid $40.00 per month. With the increase in membership and additional work, I feel that I should have another five dollars per month. Of course, the other officers should be increased and the clerk should be increased because they have more work and more taxes to pay."

After discussion:

William Baxter. "I, for one, am opposed to any increases in salary. I feel that $2500 is too much to run a small union like we have here. I have some figures here, and I don't see how we can afford to pay more."

Wm. Baxter read his figures.

John Elmore. "Would there be any chance for a chairman to work the day shift all the time, so that he would be available for meetings?"

B. F. Hogue. "If the department would vote in favor of it, I believe it could be arranged."

W. Mingus. "I think the number of men talking about too much money is not right. Considering the number of men who take part in the work of the union, we are not paying out so very much. In fact, I don't think it is enough for some of the fellows. If we had a steward at the wire mill and one at the steel plant, you would not have as much protection as you have now, and it would cost just as much. The proposal made by Bruce will make more interest in the union."

J. Knabel. "I think you did pretty good to build up $5500.00 on 25¢ per month."

B. F. Hogue. "There is no doubt about it."

Wm. Baxter. "In my opinion, these department committeemen are willing to serve for the same money they have been getting and if you have to put out a bait to get the men up here, they are not very much interested in the union."

B. F. Hogue. "It isn't a matter of furnishing a bait. Bryant Aaron stated, back in the month of April, that he heard a lot of complaint about the fact that a lot of men come to meeting, sit up here and rub shoulders with men who get paid for coming while they do not."

After discussion:

Motion by Wm. Baxter, seconded by Chas. Schooley, that the salaries stay as they are. Upon question the motion did not carry. The vote was as follows: "Yes" 8 votes; "No" 16 votes.

J. Kaebel. "I make a motion that we get time and one half for working on Saturday." Seconded by D. McMorris. Upon question the motion carried.

J. Kaebel. "I make a motion that the next time there is an election that every one receive a postal card through the mail."

B. F. Hogue. "Why not provide a way along that line for an absentee ballot?"

After discussion:

A. Pasche. "The men who work Saturday nights on the Dock have to get out the rods for all day Sunday. Can't we help that condition?"

After discussion, motion to adjourn by John Elmore, seconded by Jack Kaebel.

4703 Meeting adjourned.

(Signed) Earl Lowman,
Secretary-Treasurer.

BLEED THROUGH – POOR COPY

Minutes of regular meeting of the general committee of the Independent Steel Workers Alliance, at the Alliance Hall, Monday, July 6, 1942 at 3:30 P.M.

Bruce F. Hogue, President, conducted the meeting.

The president called the meeting to order. The clerk called the roll, which showed the following members present:

Glen Hogue, Adolph Pasche, Glen Holverson, Harry Blase, Otis Wren, Francis Geason, Lee Forbes, G. Stammerjohn, Algie Bitner, Wm. Baxter, Miles Barler, Chas. Barker, John Johnson, Nelson Vance, Wilbert Kelley, Kenneth Maul, Fred Schreiber, B. E. Aaron, Rudolph Strope, Harry Barney, Garnett Yocum, Frank Hess, W. Meisinger, Warren James, C. Scott, Geo. Clinch, Lester Kimzey, John Sentz, Henry Mohn, D. McMorris, Fred Petticord, Kearney Jones, George Lee, J. Michaelson, Earl Lockhart, George Sipka, Homer Coward, C. Schooley, Walter Mingus, P. Dorethy, C. Christensen, Louis Borgra, Lomes Stallings, V. Murphy, James Clark, Vern Hanson Sr., Fred Slusher, Alonzo Johnson, Julius Edwards, Wm. Ufford, E. Foltz, Cecil Butler, Wm. Gerdes, Carl Otten.

B. F. Hogue. "I think our meeting today is probably the most important meeting we have ever had. There have been a series of events piling up and I hardly know which to take up first. I think the most important thing is the way the War Production Board is taking 5,000 tons of billets per month. It affects practically all departments except the Blooming Mill and the Open Hearth. Already a considerable number of our members are either laid off or are working short time. Either of these things is serious in times like these. When we were notified on Friday, that we were going to lose 5,000 tons of billets per month to be shipped to Great Britain, we came to the hall and sent a letter at once to Congressman Everett M. Dirksen and we asked him to get the information we should have in order to contact those in authority at Washington, in an effort to get more billet tonnage left here, or to get the type of orders that will allow our members to have work."

B. F. Hogue explained how Senator Scott Lucas and Congressman Dirksen had helped us in the stringent zinc situation some time ago..

B. F. Hogue. "In answer to our letter, Congressman

Dirksen sent us a telegram on July 4th, stating that the Wire and Steel Division of the War Labor Board would issue a statement on Tuesday of this week in regard to this problem. Here is the letter we sent to Dirksen and his reply:"

The clerk read the letter in question, and the telegram in reply.

B. F. HOGUE. "We will pass on from that for a moment. We will take up another item of some concern to all of us. Last month, we had a Wage Committee meeting to take up a case of discharge from the Fabric Department. At that meeting, the company agreed to talk to the man who was discharged, if his committee would bring him to the office. The man's name was Estell Livengood and we did get him a chance to come back to work at Keystone. He had worked in the Fabric Department and had walked off the job. He had done that before, and they fired him because they had told him they would fire him if he didn't work that night."

B. F. Hogue explained the case of E. Livengood.

B. F. HOGUE. "They did agree to talk to him and notified him to contact his committeeman, John Huber, and have a talk with John Moritz about it. It seems that Livengood, back some week or ten days ago, called up the chairman of the Fabric Department Committee, and
4704 in the meantime, this chairman had left our organization without notice and gone over to the C.I.O. So, he notified Livengood that he was not with our union any more, but was working for the C.I.O. So, last Thursday, Livengood came up to see John Moritz with one of the other Fabric Department Committeemen.

I had heard that John Huber had gone over to the C.I.O. and I went out and asked him about, and he said it was not true and wanted to know who had made the report. He denied it and said he was loyal and had no intention of organizing men into another union. I went out there and I wasn't even out of the warehouse before he had invited two more men to make application in the C.I.O. I asked him if he would resign from the seniority committee, if he was a C.I.O. man, and he said he would. They have had trouble out there. Some of our members have been called scabs by these men and they have closed around them and used the mob approach.

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Some of our members got mad and went right to John Moritz' office and demanded to be left alone on the job."

"I talked with the secretary of the C.I.O. local today, who is Cal Blue, and he said that John Huber was out of town when this happened. Now, the whole thing is that naturally, we have expected the C.I.O. and the A.F.L. to make an assault at Keystone in an attempt to get members. That is their right under the law and we can't blame them for trying. There is money here. Any man who is honest in his opinion, I respect him for it, no matter what union he is for. But, those who carry water on both shoulders should be ashamed. Those who want the C.I.O. should wear their buttons and drop out of the I.S.W.A.

The next thing, is what should we do about it? An assault is being made upon us, but happily, so far, it has not been easy for them to get our members."

Fred Slusher. "Is there any doubt about us getting a square deal from Washington, if they did have a vote?"

B. F. Hogue. "No. We would be upheld, of course. There are many independent unions who have been certified because of an election. If they get around 350 or 400 members, they will no doubt call for an election in the hope that many of the men who sympathize with them will vote for them. When we win that election, we will be certified. That is the thing we tried to get two years ago and it was denied simply because no other union disputed our right to sole bargaining rights at Keystone."

After discussion:

B. F. Hogue. "Now, the question is, what about these men who are supposed to be our members, and are wearing C.I.O. buttons in the plant? Also, this man Huber. I notified him that today would be his day of trial and that I had preferred charges against him. If he is here, we can go ahead with his trial and if he is not here, you know what he has done. He has been disloyal to the I.S.W.A. and is seeking to destroy it."

Henry Mohn. "I would like to ask this question. What do these men expect to gain by going over to the C.I.O.?

B. F. Hogue. "I have talked to some of them and they all have different ideas. Some of them claim that if they get in, the old men will have to split time with the

young men. Others say that there will be no raise at Keystone until we back the C.I.O. I will let you be the judge of that. When the War Labor Board decides that case, you will get the raise just the same exactly and just the same amount as is given other steel workers."

After discussion:

B. F. Hogue. "We will pass back to the case of John Huber. I don't know what you want to do with him. He is still technically a member of this union. He has not withdrawn, although he is working for the C.I.O. As far as I know, he is the only officer or committeeman who has acted that way. I haven't heard of another man."

After discussion:

Henry Mohn. "I think he should be fined if he wants to come back in."

B. F. Hogue. "Perhaps we should have a pro-
4705 vision in our bylaws that it is an automatic withdrawal for a man to take up membership in another labor union."

H. Mohn. "I think we should get enough buttons for our members and a few left over."

After discussion:

H. Mohn. "As it seems to me, if we don't do something in regard to imposing a fine on these fellows, when they come back we are going to lose members by not imposing a fine on them. If a man drops out of the I.S.W.A. and joins the C.I.O. I have nothing to say. That is his business. But if he wants to come back to us, we should set up a fine they will have to pay. I may be wrong, but that is the way I see it."

After discussion:

Motion by F. Petticord, seconded by C. Schooley, that a Committee be instructed to buy buttons for our union and every member shall wear a button. Upon question the motion carried.

B. F. Hogue. "We have saved and saved for just such an emergency and we sent out nearly 1600 letters at a cost of two and three cents each just for postage. At the same time, what is the use of hoarding the money? Now is the time to use it in defending our union. I heard three complaints about the letters and over fifty compliments."

H. Mohn. "I think they were all right."

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B. F. Hogue. "Now, it is a job to address all of those envelopes by hand. What we need is an addressograph machine. We can get what we need for about $165.00. It takes about 10 hours to address the envelopes by hand. With the machine, we can do it in about 2½ hours."

After discussion:

Motion by Fred Slusher that we buy the addressograph machine and equipment at the price of $165.00. Seconded by Nelson Vance. Upon question the motion carried.

After discussion:

Motion by Fred Liesch, seconded by Henry Mohn, that John Huber be found guilty of disloyalty to the Alliance and attempting to destroy it, and therefore shall be expelled from the I.S.W.A.

Upon question a standing vote was taken, which carried unanimously.

Fred Liesch brought up a condition at the Steel Plant, where the Soaking Pit heaters asked for relief in hot weather and the company were assigning two of our cranemen for this relief.

After discussion:

B. F. Hogue. "Fred, how would it be for you and me to get together with this department committee and take the case up?"

F. Liesch. "Okay."

B. F. Hogue read the following applications for membership in the I.S.W.A.: Jesse Cochran, S. Cornell, R. Snider, T. E. Brown, V. Stetler, M. Grachek Jr., R. Burton, Wm. Wicks, H. Pitzer, C. Lyle, Marion Monn, A. Hartman, Otto J. Smith, M. Clark, Fred Webber, C. Rowley, A. Burleson, R. Reeves, H. Schockency, A. Segler, Wm. Scott, C. Brickner, Ed Reyer, J. Bowman, Wm. Whiteside, H. Rees.

Motion by Henry Mohn, seconded by Carl Stammerjohn, that the applications be approved with the exception of the application of Murray Clark and Ed Reyer.

H. Coward. "What is the reason for treating Clark that way?"

B. F. Hogue. "Only that he is a son-in-law of W. H. Sommer. I think the Rules Committee should investigate those two applications and make a recommendation as to their eligibility."

4706 Upon question the motion of Henry Mohn carried.

After discussion, motion by Homer Coward, seconded by Kearney Jones, that we dispense with the reading of the minutes until our next meeting.

Upon question the motion carried.

B. F. Hogue read the following bills for approval:

Peoria Water Works Co.	$ 0.33
J. C. Streibich Co., office supply	11.40
Postage and stamped envelopes	93.02
Keystone Steel & Wire Co., labor deducting dues	9.00
J. C. Streibich Co., stencils	2.30
U. S. War Bond	370.00
Ray Defenbaugh, typewriter repair	10.77
Central Ill. Light Co.	3.84
Peoria Water Works Co.	.38
Secretary-Treasurer's bond	30.00

Motion that the bills be approved for payment, by Nelson Vance, seconded by Garnett Yocum. Upon question the motion carried.

B. F. Hogue. "We have a letter from Calvin Blue, of the Cleaning Department, asking for a withdrawal card from the I.S.W.A. The Bylaws say very explicity that he cannot be granted a withdrawal card as long as he is working in a plant which makes or fabricates iron or steel. About all we can do is to remove his name from the membership rolls."

Motion to adjourn by Nelson Vance, seconded by John Johnson.

Meeting adjourned.

(Signed) Earl Lowman,
Secretary-Treasurer.

Minutes of special meeting of the General Committee of the Independent Steel Workers Alliance, at the Alliance Hall, Friday, July 10, 1942, at 3:30 P.M.

Bruce F. Hogue, president, called the meeting to order.

The Secretary called the roll, which showed the following members present: Glen Hogue, L. Stallings, Francis Yager, Earl Lockhart, Walter Mingus, Paul Dorethy, Henry Mohn, G. Holverson, Harry Barney, George Sipka, Cecil Butler, Wm. Gerdes, Adolph Pasche, Donald Beltz, Lee Forbes, C. Schooley, Chas. Barker, Lester Kimzey, Donald McMorris, George Lee, Garnett Yocum, C. Scott, Geo. Clinch, Nelson Vance.

The clerk read the minutes of the regular meeting of the

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General Committee on July 6th. The minutes were approved as read.

B. F. Hogue. "Out of that meeting, came three cases of grievance. One of them was the case of the cranemen at the steel mill. They had a department meeting here yesterday and the committee is going to meet with the company as soon as they can. The other case was from the Bundling Dept. Has that been taken care of?"

L. Kimzey. "Yes, they laid off some men."

B. F. Hogue. "The other case was from the Wire Mill Yard Department. It involves a case of a man named Lawrence Stephens, who wanted a leave of absence to go on a farm near Mackinaw Dells, for a certain time."

B. F. Hogue explained the case of L. Stephens.

B. F. Hogue. "Now, the other very important thing we mentioned last week, so that we can get more work, is the tonnage situation. When we were notified that the
4707 Lend Lease Administration were going to take 4,000 more tons away from the wire mill, we took it up with Washington at onec. Congressman Dirksen did a very fine job for us on that. On July 6th, we had a hearing on that. On July 7th, they notified the company to come down to Washington. But, before the company man could get there, we were notified that we would get an additional 1500 tons over the amount they had previously stated. Here is a letter from Congressman Dirksen, which we will read."

The clerk read the letter from Congressman Dirksen.

After discussion:

Motion by Henry Mohn that we send Congressman Dirksen a vote of thanks for his efforts in our behalf. Seconded by George Sipka. Upon question the motion carried.

B. F. Hogue. "We have never taken part in politics, as a union, and never should. I think it is a good thing for us that we have stayed out of politics. Last fall, it was Senator Scott Lucas who was able to help us in the matter of getting zinc. I think it should be our policy, that whenever they help us, to send them a vote of thanks. We ordered the union buttons last Tuesday. They will be here soon."

H. Mohn. "I hear complaints about C.I.O. organizers

using force on our members at the wire mill. I think we should put a stop to that."

B. F. Hogue. "Something has been done. If we can just find out cases of that kind, we can really take care of it. Two can play at that game."

A. Pasche. "There is a lot of complaint about younger men getting the overtime."

Fred Liesch. "I went out and talked to your foreman about that yesterday. He said he was not trying to slip anything over on you and he would see that it was evened up."

After discussion:

F. Liesch. "I asked the company whether or not they considered Ed Reyer and Murray Clark as foremen and they said they did. I think we should declare them ineligible."

After discussion:

Motion by Chas. Schooley, seconded by F. Yager, that we take a vote upon whether or not to admit these two men to membership. Upon question the motion to admit them did not carry.

B. F. Hogue read the application for membership in the I.S.W.A. of J. Cochran of the Wire Mill Yard.

Motion that the application be approved by F. Liesch, seconded by G. Yocum. Upon question the motion carried.

D. McMorris brought up cases from the Rod Trimming Shed, wherein an unfairness exists in the rates between testers and rod inspectors.

B. F. Hogue. "Why don't you take Fred Liesch and your committee and try to get something straightened out on that?"

After discussion:

C. Christensen. "We have another case from the Bundling Room."

After discussion of the case, it was decided to hold a meeting of the Seniority Committee on this case next Tuesday afternoon.

Motion to adjourn by F. Liesch, seconded by C. Christensen.

Meeting adjourned.

(Signed) Earl Lowman,
Secretary-Treasurer.

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Minutes of regular meeting of the General Committee of the Independent Steel Workers Alliance, at the Alliance Hall, Monday, August 3, 1942 at 3:30 P.M.

Bruce F. Hogue, President called the meeting to order.

The clerk called the roll which showed the following members present: Wilbert Kelley, John Light, F. Petticord, George Lee, John Elmore, John Peden, George Sipka, Wm. Baxter, C. Scott, Wm. Gerdes, Ray Jordan, Henry Mohn, D. McMorris, B. E. Aaron, S. Matheny, J. Michaelson, Earl Lockhart, W. Meisinger, C. Schooley, Cecil Butler, Edw. Taylor, Louis Borgra, John Cordes, Otis Wren, V. Hanson Sr., Fred Slusher, C. Stammerjohn, Homer Coward, E. Foltz, Chas. Barker, Carl Otten, Adolph Pasche, G. Holverson, Joe Osborn, John Kaebel, Lee Forbes, Frank Hess, Wm. Ufford, J. Hodgkins, P. Dorethy, Nelson Vance.

The clerk read the minutes of the previous meeting on July 10th. The minutes were approved as read on motion of Henry Mohn, seconded by Homer Coward.

Henry Mohn. "In regard to that high carbon. I took it up with Wm. Conn several days ago. He said we will have more and more of it. He said something should be done about it. That was Saturday. I haven't been to work since. He says, as I said, that the truckers and typers, etc. are worth more money."

B. F. Hogue. "If you don't get it settled by tomorrow, you had better turn it over to the Wage Committee."

H. Mohn. "We will turn it over to them right now."

B. F. Hogue. "Then we will handle it at the next meeting of the Wage Committee."

A. Pasche. "Does that two cent raise include Rod Dock labor?"

F. Leisch. "I think it does."

B. F. Hogue. "Was that crane case settled satisfactorily?"

Homer Coward. "I don't know anything about it."

After discussion:

B. F. Hogue. "Al Sommer agreed to put Paul Cantrall on the heater job."

B. F. Hogue. "We had some cases from the Drawing Department on Friday.

B. F. Hogue explained the rate cases from the Drawing Dept.

B. F. Hogue. "We told them Friday, that if they didn't get that settled up by Tuesday morning, they wouldn't have any men on those machines and we are not going to run them. So, they went back to June 15th and are going to pay 15¢ per hour back pay for that time up until now."

After discussion:

Earl Lowman. "How about that last special meeting? We should have a rate of pay set for that."

After discussion, motion by Henry Mohn, seconded by Adolph Pasche, that the pay the same amount to committeemen who attended that meeting as we pay for the regular meetings. Upon question the motion carried.

B. F. Hogue. "Now we have a case against Winfred Hout."

B. F. Hogue read a copy of a letter sent to Winfred Hout, former member, who has become a C.I.O. organizer.

B. F. Hogue. "I don't feel that, in any of our hearts, there is a feeling of revenge or retribution against any of the men who have joined this other union. This man was a bit different. He was mentioned in the letter which you all received, and if what was in that letter was not true, it would not have been in there. He has set himself up as an officer of the C.I.O. and has done all of
4709 this without having the decency to resign from the I.S.W.A. As far as proof of his remarks against our members is concerned, we have member Leo Forbes here and James Pratt, who is not here. I think that any man who has done the things this man has done, should suffer the same penalty as was given to John Huber. I submit that if he is here, that he get up and defend himself. If he is not here, that you find him guilty of the things mentioned."

Homer Coward. "Is he the president of the C.I.O.?"

B. F. Hogue. "No, he is a steward of the C.I.O."

After discussion:

B. F. Hogue. "Forbes, were the things in that letter true?"

Lee Forbes. "Yes, it was more than that. I didn't put it all in the letter."

Motion by Fred Leisch, seconded by Carl Stammerjohn, that Winfred Hout be expelled from the union. Upon question the motion carried unanimously by standing vote.

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C. SCHOOLEY. "I would like to make a motion that if he ever applies for membership in the union, that he be made to pay a fine of $25.00. We ought to make it $25.00 for all members who are expelled." Seconded by Fred Petticord.

A standing vote was taken on the motion, which carried with only three votes against.

B. F. HOGUE. "Some time ago, a committee composed of Hout, Huber and Jack White called at the office of John Moritz and demanded that they be allowed to represent C.I.O. members at Keystone. We took issue with them. We heard they were meeting with the company and we notified the company that if they bargained with them, we would file charges against the company, with the Board. Moritz told them that he would not meet with them as a C.I.O. committee. Some time later the same crew tried to meet with foreman Harlow Summers in the Fabric Department. Summers also refused to bargain with them.

When I heard about that, I wrote to the National Labor Relations Board and asked that they conduct an election at Keystone at the earliest possible moment. They wrote back to us and gave us 40 reasons why they would not do it."

B. F. Hogue explained the things found wrong with the petition by the field examiner for the National Labor Relations Board.

B. F. HOGUE. "We now have a meeting arranged with this examiner at the Jefferson Hotel in Peoria, for Thursday evening, August 6th."

B. F. Hogue read the report of the auditors as of July 31, 1942.

Motion by Henry Mohn that the report be approved and the auditors paid. Seconded by B. E. Aaron. Upon question the motion carried.

H. MOHN. "Also, I think we should give the officers a vote of thanks. This is the only labor organization to my knowledge that the dues were so cheap and you had so much money in the bank."

B. F. Hogue read the applications of E. Stewart and W. Chase, for membership in the I.S.W.A.

Motion by H. Mohn, seconded by Homer Coward, that

the applications be approved. Upon question the motion carried.

B. F. Hogue read the following bills for approval:

Peoria Water Works Co.	$ 0.33
Freight on addressograph	1.21
J. C. Streibich Co., office supply	2.30
Keystone Steel & Wire Co., labor deducting dues	9.00
Arch Aimen, union buttons	66.94
Addressograph Sales Agency, cabinet and files	76.39
J. C. Streiboch Co., supplies	17.42
Central Ill. Light Co.	2.00

4710 Motion by Fred Petticord, seconded by H. Mohn, that the bills be approved for payment. Upon question the motion carried.

B. F. Hogue. "We are in the third year of the Benefit Fund Plan and it has worked like a clock. The only complaint is that it does not pay quite enough money. I think we will soon be ready to make a step ahead and make it $300.00 for 38¢."

After discussion:

Motion by B. E. Aaron that we send out a letter and ask the members to vote on increasing the amount of death benefit to $400.00 and an assessment of 50¢ for each death. Seconded by F. Slusher. Upon question the motion carried.

B. F. Hogue. "I think that we should ask for a minimum wage rate of $6.25 per day for every man at Keystone."

Jess Hodgkins. "That is for eight hours?"

B. F. Hogue. "Yes."

J. Hodgkins. "I make a motion that we ask for it." Seconded by Henry Mohn.

Upon question the motion carried.

B. F. Hogue. "I think the time has come to try to improve the vacation plan and try to give the new men a better break."

Homer Coward. "I think you are right. I move that we ask for a two weeks vacation for everyone who has been with the company twelve months or more." Seconded by Chas. Barker. Upon question the motion carried.

C. Scott. "The built new garages at the steel plant side and raised the rent 50¢. Al Sommer claimed that when they were paid for, the rent would be reduced. They

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have been in use quite a while and I think they should be paid for by this time."

B. F. Hogue. "It won't hurt to give it a whirl and see if we can't get it cut back to 50¢ per month again."

Motion to adjourn by B. Aaron, seconded by L. Borgra. Meeting adjourned.

(Signed) Earl Lowman,
Secretary-Treasurer.

4711 Regular Meeting of the General Committee of the Independent Steel Workers Alliance, at the Alliance Hall, Monday, October 5, 1942 at 3:30 P.M.

Bruce F. Hogue, President, called the meeting to order. The clerk called the roll, which showed the following members present: Glen Hogue, Glen Holverson, Joe Osborn, Francis Geason, John Peden, George Sipka, Jesse Hodgkins, Chas. Barker, Henry Mohn, Fred Petticord, George Lee, John Elmore, Earl Lockhart, Algie Bitner, C. Scott, Wm. Gerdes, Adolph Pasche, Gerald Gray, Sherman Matheny, Gerald Allen, Alonzo Johnson, Wm. Ufford, Walter Mingus, Robert Dawalt, Forest Gentry, Vern Hanson Sr., Lee Forbes, C. Stammerjohn, C. Schooley, Cecil Butler.

B. F. Hogue opened the meeting by bringing up the several reports from the various standing committees.

B. F. Hogue. "We have a meeting arranged for the Wage Committee tomorrow, and will take up a case from the Nail Department, in regard to the number of machines they operate. They had an election not long ago and voted to run the same number of machines that they did before. We also have a rate case from Joseph Cose and Robert England and Vincent Branham of the Steel Plant office and a case involving Joe Kingley, of the Drawing Department, who claims the company owes him $2.94 on a guarantee he had coming. In the past month we had one of the worst seniority cases we have ever had. It was from the Patenting Department. The Seniority Committee settled it and followed the rules 100% and gave each man his legal starting date in that department. We also had a case from the Shipping Department."

B. F. Hogue explained the details of that case.

B. F. Hogue. "Our Rules Committee got an appeal from member George Whitacre. In that case the Rules

Committee found no basis for an appeal. Here is another subject: Dan Sommer called us in and said that they were unable to get candy this year for Christmas presents to the employees, and wants to hear from you today, to find out what you think of donating that money to any war service that you may feel is proper. Last year, they spent about $3,000.00 at a rate of $1.50 per man."

JESS HODGKINS. "In place of giving the men candy, why not give the same amount in war stamps?"

B. F. HOGUE. "I believe some companies are going to do that this year."

After discussion, motion by Jess Hodgkins that we suggest to the company, that they make a present of war stamps to employees this year. Seconded by C. Scott. Upon question the motion carried.

B. F. Hogue brought up the question of a donation to the Peoria Community Fund.

After discussion:

C. SCOTT. "I think we should lay that by for a while." Seconded by Jess Hodgkins. Upon question the motion carried.

B. F. Hogue read the following applications for membership in the I.S.W.A.: Joe Phillips, John A. Hill, Floyd Matthews, Francis Joseph, R. E. Phillips, Caroll Patten, Erwin Herrman, Leslie Hoffman, John Nevitt, Harold Bruce.

Motion by Henry Mohn, seconded by Jess Hodgkins, that the applications be approved. Upon question the motion carried.

B. F. Hogue read the following bills for approval:

Keystone Steel & Wire Co., labor deducting dues	$ 9.00
J. C. Streibich Co., office supplies	17.04
Green Duck Company, union buttons	67.90
Central Ill. Light Co.	1.30
4712	
Peoria Water Works Co.	.71
Addressograph Co., machine	53.04

Motion by Henry Mohn, seconded by Adolph Pasche, that the bills be approved for payment. Upon question the motion carried.

C. BUTLER. "I make a motion that when a man is hired in he gets 78¢ per hour instead of having to wait six months before he gets 78¢."

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B. F. HOGUE. "That isn't necessary because we have a case up right now, and has been up several weeks, for a $6.24 minimum for all employees."

After discussion of the bonus payment plan:

H. PARTRIDGE. "Why didn't the Steel Plant Yard get the 2¢ per hour wage adjustment?"

B. F. HOGUE. "Because that was set up for jobs other than labor. The 78¢ labor rate is the most allowed by the War Labor Board for common labor in steel plants."

JESS HODGKINS. "Why can't we get a copy of the state compensation law?"

B. F. HOGUE. "We will have Earl send and get some."

Motion to adjourn by F. Gentry, seconded by Walter Mingus.

Meeting adjourned.

(Signed) EARL LOWMAN,
Secretary-Treasurer.

Minutes of regular meeting of the General Committee of the Independent Steel Workers Alliance, at the Alliance Hall, Monday, November 2, 1942 at 3:30 P.M.

Bruce F. Hogue, president, called the meeting to order.

The clerk called the roll, which showed the following members present:

Glen Hogue, Forrest Gentry, Francis Geason, John Peden, Jesse Hodgkins, C. Christensen, Louis Borgra, Joe Osborn, Harry Barney, C. Stammerjohn, Walter Mingus, Nelson Vance, Adolph Pasche, George Lee, John Elmore, Wm. Ufford, Chas. Barker, Fred Schreiber, Sherman Matheny, Lee Forbes, Wm. Baxter, George Clinch.

B. F. HOGUE. "Probably the most important thing we have to discuss today is the business outlook. We took that up with the company in the Wage Committee meeting last Friday afternoon. It is hard to understand, with a war going on, why so many of our men are on short time and naturally, a lot of them want to know what is the matter."

B. F. Hogue explained how government orders for certain products had disrupted the usual production schedules, resulting in displacement of men.

B. F. Hogue read the auditors report dated October 17, 1942.

After discussion:

B. F. Hogue. "Today, we have the third case of its kind. We have charges filed against a member of the C.I.O., Simon Wagenbach, and he is causing trouble for us. The time has come when we must do something about him."

After discussion:

B. F. Hogue. "He was notified to be present here today and he did not come."

B. F. Hogue explained the case against Simon Wagenbach.

4713 Motion by Fred Slusher, seconded by C. Barker, that Simon Wagenbach be expelled from the Independent Steel Workers Alliance. A standing vote was taken on the motion. Upon question the motion carried unanimously.

B. F. Hogue read the following applications for membership in the I.S.W.A:

D. V. McIntire, Francis Timke, Paul W. Shafer, Ivan Work, Marjorie Hoffman, Cecil Johnson, Floyd Stanberry, Charles Darst.

Motion by Jess Hodgkins, seconded by C. Stammerjohn, that the applications be approved. Upon question the motion carried.

B. F. Hogue read the following bills for approval:

Peoria Water Works Co.	$0.33
John C. Streiboch Co., supplies	6.33
Keystone Steel & Wire Co., labor deducting dues	9.00

Motion by John Elmore, seconded by L. Borgra, that the bills be allowed and orders drawn upon the treasurer for the several amounts. Upon question the motion carried.

B. F. Hogue. "As you noticed in the auditors report, the money has been se-t to the boys overseas. Each of them got a five dollar bill for their Christmas present from their union. We have taken out a thousand dollars from the Peoples Federal Homestead and Loan Association, to furnish money to pay the balance of the christmas gifts to our soldiers. We should still have about $3700.00 when this is all over."

John Elmore mentioned a grievance from the Drawing Department and said the men on Bench #5 were cut about $3.00 per day because they changed the job from a five hole drawing job to a one hole job.

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B. F. Hogue. "They aren't allowed to cut pay. That case sounds bad. The men are losing $15.00 per week, according to that."

John Elmore. "The only thing to do it to get a better rate for the one hole wire."

After discussion, it was agreed that B. F. Hogue would accompany the Drawing Department Committee to a meeting with J. A. Moritz on this case.

After discus-ion, motion to adjourn by Fred Schreiber, seconded by George Lee.

Meeting adjourned.

(Signed) Earl Lowman,
Secretary-Treasurer.

4714 Minutes of regular meeting of the General Committee of the Independent Steel Workers Alliance, at the Alliance Hall Monday, December 7, 1942, at 3:30 P.M.

Bruce F. Hogue, President, called the meeting to order.

The clerk called the roll, which showed the following members present: Glen Hogue, Kearney Jones, Sherman Matheny, Frank Hess, Paul Dorethy, Adolph Pasche, Forrest Gentry, Homer Coward, Wm. Gerdes, Kenneth Maul, Joe Osborn, Francis Geason, Cecil Butler, Chas. Schooley, John Cordes, George Lee, Alonzo Johnson, Chas. Barker.

The clerk read the minutes of the regular meeting of the General Committee on November 2, 1942. The minutes were approved upon motion of Chas. Schooley, seconded by Adolph Pasche.

B. F. Hogue. "Possibly you fellows have heard a lot of rumors that have been going around, that the C.I.O. is going to take over and everything is in the bag. I will read you some of the letters that have been sent of which you may have heard."

B. F. Hogue read a copy of a letter which had been sent to the Keystone Steel & Wire Company by an attorney from Chicago.

B. F. Hogue. "After the company got that letter, R. E. Sommer sent this letter to me."

B. F. Hogue read the letter from R. E. Sommer.

B. F. Hogue. "We gave the company proof of our membership by means of signed voluntary dues deduction cards covering over 85% of all Keystone employees. Then the company sent this letter to Myers and Myers."

B. F. Hogue read a copy of the letter sent to Myers & Myers by the Keystone company.

B. F. HOGUE. "That is the status of the case now. We have given proof of membership and the C.I.O. cannot do that. The next move by them will be probably to conduct another membership drive and if they find they have gone as far as they can go in getting members, they will try to bust up our union or ask for an election. As we said before, there comes a time in a membership drive, beyond which there is no real good accomplished, and that is where I think the C.I.O. is right now. It has come to a point where they are losing members as fast as they are getting them and there is no use for them to go on that way. In the past month, they did make some gains at the Steel Plant, which is regrettable, but they lost just as many at the Wire Mill, which is fine."

A. PASCHE. "Don't we work under the same contract here as was drawn up by the C.I.O. with the big companies in the east?"

B. F. HOGUE. "No, we don't. We were offered that, but we turned it down because it would take us backwards too far."

After discussion:

B. F. HOGUE. "In the matter of organization work, which to us, is the most important thing at this time, I have heard quite a few reports from the steel plant and from the wire mill also. I have checked into all of them as much as possible. Many of our members have helped me in every way they could, to give me information so that we would know exactly what was going on. At the Wire Mill, there is no change except in the Galvanizing and Drawing Departments. In the Galvanizing Department, there are 10 CIO members. They did have 12 out of the 100. Two of them, Wolfer and Dukes, of their own volition, within 48 hours came and said they had made a mistake and wanted to know how to come back into the I.S.W.A. They have a few of the younger men signed up in the Drawing Room, but we will outvote them 4 to 1 in there. In the Fabric Department, we have gained back many of our members and we had 19 of them up here to a meeting. In the other departments at the Wire Mill, there is no change. At the Steel Plant, we have lost a few at the Blooming Mill, a few

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of the switchmen & enginemen and a few of the stockers and one or two in other departments. Many of our members have become quite concerned about it, which is all that I can tell you."

4715 After discussion:

B. F. Hogue. "I have never asked men to leave the C.I.O. and I have never told a man he was mistaken. It has never been my policy to abuse a man who joined the C.I.O. and there hasn't been any revenge motive in any of these cases. But, I do believe now that after eight months, we should begin to show our teeth, as far as membership is concerned. I believe we should expel a man who comes into the plant wearing a competitive union's button. If he is a barber or a truck driver, or something like that, that is different. But if he belongs to a union which is a competitor or ours and who uses the protection of the I.S.W.A. while seeking to destroy us, then he should be expelled. If we did permit that or wink at it, we would be embarking upon a policy which would wreck our union and be unfair to our loyal members."

After discussion:

B. F. Hogue. "If this thing comes to a Labor Board hearing or an election, probably we should have a lawyer and I think you fellows should say that from here on, we should be able to spend such money as may be necessary for labor and supplies, for services of a counsel, and such other expenses as may be necessary to win this fight. We have no lawyer. We had one when we organized. Then when we started the Benefit Fund Plan, we had young Leiter, from Bartonville. If we do have a lawyer, probably we should have a good one. Jim said the most expensive thing you could have would be a cheap lawyer. It is hard to say how long we will need a lawyer. It depends upon how the case unfolds. If there are a series of hearings, it may take quite a while. If it is only an election, it won't be so long. We have one man in mind, Mr. E. V. Champion, who is well and favorably known and he is the man we intend to see first. That is, if you men approve the hiring of a lawyer. We had a man down here from the National Labor Relations Board two months ago. His name was Martin Wagner and he said sometimes lawyers cause more trouble than good, but he said the time may come when

you may need a lawyer. His advice to us was to hire a lawyer who was well respected in the community and who had no taint of company unions hanging to him."

After discussion:

B. F. Hogue. "I do think we should be authorized to spend the necessary money to conduct this fight. In getting out our letters to the members we spend money for stamps and paper and envelopes and Earl has been laying off a day from his work. So has Jim and F. Liesch. So, those three men lose a day's work when they get out a letter. They pay for that type of service. They pay those men who stand around and hand out their papers. Naturally, our men only get paid for 8 hours, no matter how long it takes them to put out the letter."

Frank Hess. "Do you want a motion to give you authority to hire a lawyer?"

B. F. Hogue. "Yes. We want authority to do what we think is necessary. We want authority to go ahead in this thing and every thing we do will cost some money and we want to be able to go ahead and spend the necessary funds without waiting for a meeting of the General Committee, which may take several days."

K. C. Jones. "Why can't we protect our own watchmen in our own union?"

B. F. Hogue. "Because they are company men."

Motion by Frank Hess that the officers of the I.S.W.A. be empowered to hire a counsel and such other help as may be needed to defend our union, and that they be empowered to spend such Alliance funds as may be necessary to conduct this defence. Seconded by Kearney Jones. Upon question the motion carried, unanimously.

B. F. Hogue. "Here is another thing. I haven't changed my mind a bit about the right of a man to belong to any union he chooses, but I think any Alliance member who wears the badge of another union should be given five days notice to reaffirm his loyalty to us and quit wearing a competitive button, or else being expelled."

After discussion:

4716 Motion by Frank Hess, seconded by Adolph Pasche, that we adopt the following rule: "Any member wearing the button of a competitive union in the plants of the Keystone Steel & Wire Company, shall be

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punished by expulsion from the I.S.W.A., with the provision that such members be given five days notice that their names will be removed from the membership rolls unless they remove the competitive union's button and that their department committeemen shall be notified in each case."

Upon question a standing vote was taken, which carried unanimously.

B. F. Hogue read the application of Walter Collier, for membership in the I.S.W.A.

Motion by K. C. Jones, seconded by A. Pasche, that the application be approved. Upon question the motion carried.

The clerk read the following bills for approval of payment:

Keystone Steel & Wire Co., labor deducting dues	$9.00
J. C. Streibich Co., supplies	9.95
Peoria Water Works Co.	.35

Motion by A. Pasche, seconded by K. Maul, that the bills be approved for payment. Upon question the motion carried.

K. MAUL. "In our department, the inspectors are working six days per week, on the day turn. That is leaving the testers out. The inspectors are already getting more money."

B. F. HOGUE. "The whole thing is that they are considered as foremen."

K. MAUL. "That don't give us a chance to go up at all."

After discussion:

B. F. HOGUE. "We will try to get a meeting with A. H. Sommer at 1:30 P.M. on Wednesday and we will take you with us to the meeting and try to get it straightened out satisfactorily."

C. SCHOOLEY. "There has been some complaint about the congestion at the Wire Mill Gate Office on payday. This has caused a lot of dissatisfaction because of men missing their busses and their rides. I would like to have it taken up with the Management to try to have something done about it." "We took it up with John Moritz and now they pay us in the shop but we still have to wait in line for the men who don't have their checks."

B. F. HOGUE. "We will take that up tomorrow morning."

Motion by A. Pasche, seconded by C. Schooley, to adjourn.

Meeting adjourned.

(Signed) EARL LOWMAN,
Secretary-Treasurer.

4717 Minutes of regular meeting of the General Committee of the Independent Steel Workers Alliance, at the Alliance Hall, Monday, January 4, 1943 at 3:30 P.M.

Bruce F. Hogue, President, called the meeting to order.

The clerk called the roll, which showed the following members present: Glen Hogue, B. E. Aaron, George Lee, John Peden, Chas. Schooley, Paul Dorethy, John Bohlander, Gerald Gray, Sherman Matheny, Geo. Askew, Eugene Foltz, Wm. Gerdes, Henry Mohn, Kearney Jones, Harry Barney, Frank Hess, Cecil Butler, C. Christensen, John Cordes, Otis Wren, Lee Forbes, Homer Coward, Chas. Barker, Nelson Vance.

The clerk read the minutes of the last regular meeting of the General Committee on December 7, 1942. The minutes were approved on motion of Henry Mohn, seconded by Homer Coward.

B. F. HOGUE. "Regarding the subjects mentioned in the minutes, that were to be taken care of, Fred Liesch and I went up with Kenneth Maul and talked to A. H. Sommer and got an understanding on what they can expect in the future in regard to work at the Rod Dock. Also, several other matters were explained to Kenneth Maul, which I think will be of benefit. How was the congestion at the Gate Office on payday?"

C. SCHOOLEY. "I can't see that they have done anything about it. It didn't seem to be any better last week."

B. F. HOGUE. "Some fellows told me they thought it was better. I will talk to them again about it. We also had the Wage Committee out for a meeting and the case of the motor inspectors at the Open Hearth was up again for more pay. We couldn't get any agreement with the company, that they would guarantee more pay. They said they would agree to an adjustment of 3¢ for Open Hearth men but nothing for the Blooming Mill because the Blooming Mill men had one adjustment. So, Walter Mingus and John Renwick and Leonard Abbey and I went up to the postoffice and talked to the man at the War Labor

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Board office. He told us, up there, a lot of things about that law that we didn't know. He said it was impossible to get a raise now unless the union and the company both agree to it. They also are refusing to take a case from the company alone, if they want to cut wages. In other words, it would have to be agreeable with us before the Board would take it."

B. F. Hogue explained the various features of the matter.

B. F. HOGUE. "In the past month, also, we finally got an agreement that the company would move men up from 72½¢ to 78¢. Last July, the men passed a motion that we abandon that starting rate and pay everybody the same rate on labor, or 78¢. So, we wigned that and the company sent it in to Washington. The other motion in regard to garage rent, in October. We worked on that for a long time and finally we got a 50¢ per month reduction in garage rent. We have several cases in the Galvanizing Department. One of them, they allowed. They turned down another case for frame pay and in the case of Ben Vogel, they said that something would probably be worked out with Sam Helms in regard to the work and not in money at all."

LEE FORBES. "We got that letter from you and now neither John Moritz or Sam Helms will talk to us about it."

B. F. HOGUE. "Then we will take it back to Dan Sommer."

After discussion:

HOMER COWARD. "In regard to laying these men off and sending them to work six days per week, is it true that we have an agreement that they are allowed to do that?"

B. F. HOGUE. "How is that?"

H. COWARD. "Have we got a ruleing someplace that the company isn't allowed to lay a man off in order to give another man six days per week?"

B. F. HOGUE. "Not that I know of. We have an agreement in regard to working four days per week on holiday weeks, etc. I don't know of any place that men are being laid off."

4718 H. COWARD. "They took the relief man off and bumped a man off to a lower paid job."

B. F. Hogue. "A craneman talked to me about that, uptown."

H. Coward. "Do you think it is fair to knock a man off of a job just to give another man six days per week?"

F. Liesch. "There was only one case brought up about it to me. Brindell was bumped off of the Billet Yard crane by men coming back from the Gantry cranes. He went to the Rod Dock and gets six days per week there, so he won't lose any money."

B. F. Hogue. "We are going to have a problem to face in the future. More and more men are going into service and we are going to work six days per week. There is no question about that."

F. Liesch. "One thing made it bad in the crane department, and that was that two men who had been off quite some time because of sickness, came back to work on the cranes, which made men move back to put them in their regular jobs. That, together with the six day business, made it worse in that department."

After discussion:

B. F. Hogue. "We have no ruling that anybody should be laid off in order to give anyone else six days. In fact, during past years, six day weeks have been as scarce as hens teeth."

After discussion:

B. F. Hogue. "In the Fence Shop, they have taken an action that puts them in the same category as other departments. They came up here to this hall and by a vote that was almost unanimous, they voted to go on straight seniority. Now, what is the union going to do about it? It was that department that caused that condition and I would say they have a right to change it again, if they wish."

K. C. Jones. "There are about a dozen old men in the Fence Shop who are entitled to five days per week. I have always said that."

B. F. Hogue. "We have let each department handle their own affairs in regard to that. They had their own meeting and they voted to go on straight seniority. We could hardly deny a department the right to go on straight seniority when they voted for it. That will leave only the Shippers and the Barbwire Department who share time."

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K. C. Jones. "Is it up to this committee to decide what the Fence Shop can do?"

B. F. Hogue. "It is my opinion that the Chairman of the Fence Shop Committee should state what his department has voted to do and then this committee should decide wither to uphold that or not."

John Cordes. "Well, they have already voted to go on straight seniority. Sixteen men were at the meeting and they voted 15 to 1 in favor of it."

B. F. Hogue. "That is right. Also, something else happened. Since the vote was taken, we lost five members in that department. Among *when* were Earl Dudly and Braden. Those two, of course, were talking for another organization for several months. Now they have taken away their financial support of our union. You have heard the story. These men want to go on straight seniority on a five day week basis and that is what they voted on."

John Cordes. "We don't want to lay these men off. But, they should be given jobs in other departments."

G. Hogue. "We thought they should be offered another job in another department at the same or more money, and if the company couldn't do that, they should be given a leave of absence to leave the plant. We talked to John Moritz a while ago, and he said they were willing to give them a leave of absence."

H. Mohn. "It don't look right for some men to get six days and other men to get three days."

B. F. Hogue. "That is right. Has anybody got any ideas as to how long it should run? Should they run
4719 five or six weeks on three days before and change is made?"

After discussion:

Harry Barney. "I think the Fence Shop should take care of themselves. They made their own ruling before and why can't they make it now?"

B. F. Hogue. "Yes, but the company won't approve it until the union approves it. Until it is approved by the organization, the company won't hold them to that."

H. Barney. "I make a motion that the action of the Fence Department be approved on going to straight seniority."

Seconded by Cecil Butler. Upon question the motion carried.

B. F. Hogue. "Do you have anything in the Fabric case? It is a little bit different than the other problem."

G. Hogue. "I don't know what to say. The men say it should be up to the company and the company says it is up to the men. The men feel they should get 40 hours per week and if they haven't got that much work for them, they should be given a leave of absence or another job at the same money or more."

After discussion:

B. Hogue. "Moritz said that Howard Wommack is still on a leave of absence and has been all this time."

B. F. Hogue. "I will take it up with the Wage Committee on Wednesday and get it straightened out."

H. Mohn. "If you are going to have a meeting with the company on Wednesday, I think it would be a good idea to bring that up and see that they don't hold men on three days per week but give them a leave of absence or put them in another department."

H. Coward. "Just for our information, I would like to take that up and see why they are doing that, working men six days per week."

B. F. Hogue. "I don't know whether the suggestion came from your committee or from the Management."

After discussion:

B. F. Hogue. "The company has refused to take any action in the Fabric Department until the men say they want men taken out of there. The men in the Fabric Department are in the fifth week of three days per week. Is it our intention to have them continue that or do we went to take an action on it?"

K. C. Jones. "I don't see why it could be worked out so that a man could not be called back from a leave unless it was for his own job."

B. F. Hogue. "Yes, we can work on that, but are we going to continue that for the duration, or what? I haven't been told yet what to do, and I want to know."

K. C. Jones. "I will make a motion that the old men get their 40 hours per week in the Fabric Department for the duration of the war." Seconded by Cecil Butler.

After discussion:

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F. LIESCH. "I don't know whether we should dictate to them or not."

After discussion:

C. BUTLER. "Don't you think it is up to the men in that department? I don't think we have a right to tell them how they shall work.

C. SCHOOLEY. "I would like to put an amendment to that motion, that we back up whatever ruling the men make." Seconded by Henry Mohn. Upon question the amendment carried.

B. F. Hogue read the following applications for membership in the I.S.W.A.: C. Gordon, C. Seward,
4720 W. Downing, R. Murray, C. Schraub, Marcus Hurst, D. Kehr, Primo Piscaglia, H. Segler Jr.

Motion by Henry Mohn, seconded by Oscar Bryson, that the applications be approved. Upon question the motion carried.

B. F. Hogue read the following bills for approval of payment:

J. C. Streibich Co., stationery	$9.95
Peoria Water Works Co.	.35
Keystone Steel & Wire Co., labor deducting dues	9.00
Addressograph Co., plates	3.68
South Side Printing Co., cards	14.00

Motion by Joseph Osborn, seconded by Harry Barney, that the bills be paid. Upon question the motion carried.

B. F. HOGUE. "There is a lot of confusion and discussion over the different interpretations of orders regarding overtime on holidays and extra time, and time and one-half and things like that. We are getting interpretations on that from the Secretary of Labor and we can get an answer back within four or five days on anything of that nature. We have already gotten several interpretations and we have them in our files. Anything you want information about, come in and read them."

B. F. HOGUE. "We have an attorney now, Mr. E. V. Champion. He is going to help us with several things. He is going to help us with our vacation request. We are going to get a working agreement and we may have a special meeting within a few weeks and when we have everything ready for you to read, we will have it here for your approval."

After discussion:

Motion to adjourn by Homer Coward, seconded by B. Aaron.

Meeting adjourned.

(Signed) EARL LOWMAN,
Secretary-Treasurer.

Minutes of regular meeting of the General Committee of the Independent Steel Workers Alliance, at the Alliance Hall, Monday, February 1, 1943 at 3:30 P.M.

Bruce F. Hogue, President, called the meeting to order.

The clerk called the roll, which showed the following members present: Glen Hogue, Oscar Bryson, George Lee, John Peden, Chas. Schooley, Wm. Gerdes, John Light, B. E. Aaron, John Michaelson, George Askew, Jesse Hodgkins, Carl Otten, John Cordes, Kearney Jones, Fred Slusher, Frank Hess, Chas. Barker, Fred Schreiber, Joe Osborn, Lee Forbes, Homer Coward, Paul Dorethy.

B. F. Hogue. "We will start right in reading the new working agreement. It is quite lengthy. We will have a pause at the end of each section and if anyone has anything that they think should be omitted or revised, they can bring it out at that time. Then we will have some debate upon the whole thing."

The clerk read the proposed working agreement, stopping at the end of each section for discussion.

Homer Coward said that men who are called back to work after having only eight hours rest, should be paid at the rate of time and one-half.

FRED SLUSHER. "That would hurt us in our department. We want to make short changes like that."

After discussion:

B. F. HOGUE. "Is there anyone else who had
4721 anything in mind that they thought might be helpful and should be added to this agreement? If not, let's have an approval or a rejection of it now, so that the Wage Committee will know what to do with it."

After discussion:

Motion by Fred Slusher, seconded by B. Aaron, that the agreement be approved. Upon question the motion carried.

B. F. HOGUE. "Here is a separate thing, made under separate cover. It concerns the work week. It covers our

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agreement on working schedules. It was fired back to the company on account of the sixth day provision. This thing is a refusal by the company to pay time and one-half for the sixth day of work, as such."

The clerk read the working schedule agreement, as proposed by the company.

After discussion:

Motion by Jess Hodgkins that this thing be turned down until such time as the company agrees to the payment of time and one-half for the sixth day of work, as such.

B. Aaron. "I move you that we table this paper until the other agreement is settled."

After discussion:

Motion by Jess Hodgkins that we strike out Article 4 of the company's proposal, and submit the remaining portions to the company as our proposal to them. Seconded by Oscar Bryson. Upon question the motion carried.

B. F. Hogue read the following bills for approval:

Keystone Steel & Wire Co., labor deducting dues	$9.00
Central Illinois Light Co.	1.76
Peoria Water Works Co.	.33
J. C. Streibich Co., office supplies	7.90

Motion by Joe Osborn, seconded by Lee Forbes, that the bills be approved and paid. Upon question the motion carried.

The clerk read the following applications for membership in the I.S.W.A.:

A. Christensen, H. McAfee, C. Blue, P. Piscaglia, C. Quinn, E. Hayes, H. Woodmancy, R. Flier, V. Lawson.

Motion by K. C. Jones, seconded by Sherman Matheny, that the applications be approved. Upon question the motion carried.

Jess Hodgkins. "I make a motion that we have more heat in this hall."

After discussion:

B. F. Hogue. "On the extra day, some of the departments split and some work seniority on the extra day. The law still says we have a 40 hour week and that is why most of the departments have been splitting the extra day."

F. Slusher. "If any of them are having trouble about it, why don't they do like we did? Let them work out their own solution. I don't see why we should dictate to any department, how they should handle that."

B. F. Hogue. "There are two ways of considering this. If they think the oldest man should always get the extra day, that is one way to do it. Otherwise, it could be shared with all of the men."

After long discussion:

B. F. Hogue. "Possibly the best thing to do is to leave it the way it is, until the law is changed, and let each department work out their own way to handle this extra day. If the law says the work week is 48 hours, then that will be a different thing."

4722 Oscar Bryson. "In the Powerhouse, we work six days once per month and on Sunday the engineer and maintenance man comes out and the engineer gets time and a half on engineers wages and the maintenance man gets maintenance wages at time and a half and they are both doing the same work."

After discussion:

B. F. Hogue. "On the question of wages, it seems like a whole lot more are going to be asking for more money. John Lewis said the miners are going to ask for two dollars per day. What do you think about hopping right out and asking for a raise?"

After discussion:

B. F. Hogue. "I think we should go after the raise now, because they always take so damned long."

H. Coward. "Would you entertain a motion on a raise?"

B. F. Hogue. "Yes."

Motion by John Michaelson, seconded by Sherman Matheny, that we ask for a general raise, the highest possible raise we can get.

After discussion:

B. F. Hogue. "How would it be to ask for 15¢ per hour?"

Upon question the motion carried.

Motion to adjourn by Homer Coward, seconded by Jess Hodgkins.

Meeting adjourned.

(Signed) Earl Lowman,
Secretary-Treasurer.

Minutes of meeting of the General Committee of the Independent Steel Workers Alliance, at the Alliance Hall, Monday March 1, 1943 at 3:30 P.M.

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Bruce F. Hogue, President, called the meeting to order. The clerk called the roll, which showed the following members present: Henry Mohn, B. E. Aaron, Sherman Matheny, Frank Hess, Wm. Gerdes, John Cordes, Kearney Jones, John Michaelson, Homer Coward, Nelson Vance, Vincent Murphy, Joe Osborn, Fred Slusher, Wm. Ufford, Oscar Bryson, George Lee, Lee Forbes, Chas. Schooley.

The clerk read the minutes of the regular meeting of the General Committee on February 1, 1943. The minutes were approved as read upon motion of Henry Mohn, seconded by Joe Osborn.

B. F. Hogue. "Since the last meeting, we have had quite a bit of business. We had a meeting with the Management, represented by their Executive Committee and we were represented by our Wage Committee and our attorney, Mr. E. V. Champion. The purpose of the meeting was to work out the final details of our signed working agreement, which was finally agreed upon, with the exception that the final decision on overtime for the sixth day was agreed upon between us and the company but must go to the National Labor Board for their approval, because it constitutes a raise in pay."

Homer Coward. "What change did that make?"

B. F. Hogue. "If you work on the sixth day during a week, you will be paid overtime, even though you did not have 40 hours of work in before the sixth day."

After discussion:

4723 B. F. Hogue. "On our vacation plan, we presented our request for a change to the Executive Committee very strongly and we are expecting a decision on that because it is nearing the deadline when it can be changed. They informed us that this is handled by the Board of Directors and they haven't let us know what their decision is, as yet. We gave them our best arguments on an increase for the younger men. That is the status of that. We have one other thing. We are going to ask for them to print the working agreement for distribution.

After discussion:

B. F. Hogue. "You have all heard, no doubt, that the C.I.O. has brought charges against the Keystone company, charging that the company is interfering with the operation and formation of the I.S.W.A. There is an interesting

point in the way their charge was made. In the charge, the C.I.O. claims that the company has interfered with the formation of the I.S.W.A., which is a different thing altogether. Those of you who helped form our union, will get a kick out of that charge. It is really funny."

After discussion:

B. F. Hogue. "Our union is as clean as a hound's tooth and they have nothing on us. They have claimed that we were using the company mail. You know that has been done only to inform three of four men of meetings. As far as that is concerned, if that is objectional to them, it will only cost us 86¢ per month to send the notices out on postal cards. I don't think the company knew we did use the mail, because we never told them of it and they don't know what is in the envelopes the mail carriers are taking around. So we are not going to use the company mail and we will send notices of meetings to your homes. We have only used the company mail for notices of meetings and purposes of grievance, but never for any purposes of propaganda."

After discussion:

B. F. Hogue. "We have had two deaths in the last month. Arthur Raeuber, from the Nail Mill, died last week and we took the check up the following day. Then Lyle Redard, a wire drawer, died quite unexpectedly. He did not have the benefit fund plan protection. He was quite young."

After discussion:

B. F. Hogué read the auditors quarterly report.

B. F. Hogue. "We have gone through a whole year of attack by the C.I.O. and our funds are in good shape. We sent our soldier members $800.00 for a Christmas present, and we have only reduced our capital by about $1600.00. We are taking a case up with the company for the Nail cleaners and they stated that if we got a refusal from the company in this case, they would walk out. We presented the case that way. There is also much interest among our members in the request for a 15¢ per hour general raise. D. P. Sommer said he would present it to the Executive Committee and give us their reply. He said he knew wages were frozen but he didn't know what the attitude of the War Labor Board would be on it because there is so much

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demand for more money. He also said, that because of paying so much overtime, that profits were way down from last year, and we could expect a material reduction in our profit-sharing checks next summer."

B. F. Hogue read the following applications for membership in the I.S.W.A.: Leo Happ, Raliegh Gulley, W. Matthews, Earl Beinfohm and H. Hazlett.

Motion by Lee Forbes, seconded by Nelson Vance, that the applications be accepted. Upon question the motion carried.

The clerk read the following bills for approval of payment:

Peoria Water Works Co.	$0.33
Central Ill. Light Co.	1.40
Keystone Steel & Wire Co., labor deducting dues	9.00
J. C. Streibich Co., supplies	7.90
Addressograph Co., plates	1.92

4724 Motion that the bills be approved for payment, by Joe Osborn, seconded by B. Aaron. Upon question the motion carried.

After discussion:

Motion by Homer Coward, seconded by John Michaelson, that the auditors report be approved as read. Upon question the motion carried.

B. F. Hogue. "Herbert Moore, who was acting as committeeman in the Drawing Department, has been appointed to a position as foreman, by Supt. John Moritz. We have removed his name from our membership rolls."

B. F. Hogue. "Here is a question I would like to put before you. Harry McMullin, former member from the Drawing Department, joined the C.I.O. several months ago, and signed a petition to stop taking dues out of his check for the I.S.W.A. Consequently, we removed his name from our membership rolls. Last week, he went to John Elmore, our Committeeman, and said he wanted to get back into the I.S.W.A. and was sick of his bargain with the C.I.O. He was not expelled from this union, but voluntarily resigned. Now, what shall we do with him?"

After discussion, motion by Henry Mohn, that former members who resigned to join the C.I.O. be accepted back into membership without paying any initiation fee. Seconded by B. Aaron. Upon question the motion carried.

After discussion:

Motion to adjourn by Homer Coward, seconded by John Michaelson.

Meeting adjourned.

(Signed) EARL LOWMAN,
Secretary-Treasurer.

Minutes of regular meeting of the General Committee of the Independent Steel Workers Alliance, at the Alliance Hall, Monday, April 5, 1943 at 3:30 P. M.

Bruce F. Hogue, President, called the meeting to order.

The clerk called the roll, which showed the following members present: John Bohlander, Vincent Murphy, Sherman Matheny, Carl Stammerjohn, Wm. Ufford, Eugene Foltz, Chas. Barker, John Johnson, Cloyd Doubet, B. E. Aaron, Harry Barney, George Askew, Wm. Baxter, Walter Mingus, Paul Dorethy, Lester Kimzey, John Cordes, Otis Wren, John Elmore, Frank Hess, Warren James, Cecil Butler, Wm. Gerdes, Nelson Vance, Fred Schreiber, George Lee, John Michaelson, Walter Meisinger, Chas. Schooley, Lowell Hasten, Edw. Taylor.

B. F. HOGUE. "Our minute book is in the hands of our attorney, so we cannot read the minutes of the last meeting today. The first order of business today will be this: Charges were filed by member Fred Liesch against Homer Coward, alleging that Homer has been disloyal and has taken part in organizing for the C.I.O. Homer Coward was notified to be here today and he is here and Fred is also here to tell you what his investigation brought forth."

HOMER COWARD. "I am not contesting it at all. I am just here to resign. I don't know where he made the charges and I don't care. This is a free country and that is what we are fighting for today."

B. F. HOGUE. "You are resigning from the Independent Steel Workers Alliance today. Is that what you said?"

HOMER COWARD. "That is right. I would have done it before but I didn't think it was necessary."

B. F. HOGUE. "If that is the case, Homer, I
4725 think we will be glad to excuse you from the meeting, before we start the regular order of business."

HOMER COWARD. "I am not quitting because I am under

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fire, or anything like that. I haven't been concerned about my work. I have belonged to the C.I.O. for over one year. I come to the point where the organization we have will not be good enough for us later on."

B. F. Hogue. "It is a great tribute to a great many concerned, that we have gotten along as good as we have, with representatives who admit that they have been working for another organization."

Fred Liesch. "Who admits that our union wouldn't be any good?"

Homer Coward. "Bruce Hogue said that."

B. E. Aaron. "Who made that remark?"

Homer Coward. "Bruce Hogue did."

B. F. Hogue. "I said in a meeting here many months ago, that if the time ever come that this organization wasn't what the men wanted, they would turn to another organization. I never said this organization wouldn't amount to anything."

Frank Hess. "The man resigned, why not let him get out?"

Homer Coward. "Do you want to put me out?"

Frank Hess. "No, I don't want to put you out, but it will not be any trouble to do it."

Homer Coward left the meeting.

B. F. Hogue. "That is the finest thing that has happened to our Union in a long time."

After discussion:

B. F. Hogue. "I think it is up to you men whether or not you want to accept the resignation of Homer Coward. Technically, in line with the motion that was passed in the last meeting, it was perfectly all right for men who had resigned and had not caused any trouble, to the organization, to come back in without any fine whatever. We have expelled some men who have caused us less trouble than Homer Coward did. Are you going to leave this fellow in a spot where he can return without any payment or penalty whatever?"

Nelson Vance. "I say, give him the same dose the others got."

Motion by B. E. Aaron that we refuse to accept the resignation of Homer Coward. Seconded by Nelson Vance. Upon question the motion carried.

Motion by Nelson Vance, seconded by Paul Dorethy, that we expel Homer Coward from the Independent Steel Workers Alliance. Upon question the motion carried unanimously.

B. F. Hogue. "In the past month, we have had some unusual cases to handle. First, we will give you a report on the wage cases. We got a meeting with the Executive Committee of the Keystone Steel & Wire Company, one week ago last Friday. Our Wage Committee went out to meet with them. We put forth this wage situation as it is, how our men were having to pay more to get the necessities of life, and how much more it cost for men to raise their families. They didn't make any particular denial regarding that. They did argue some on economics on the plight of the company. For the first time, they took the stand that the company profits were diminishing to where it hurt, and they also argued on a point of law on the Labor Board refusing to lift the "Little Steel" formula in regard to wages. We explained that we were there because our members want a raise and we aren't going to be left out in the cold and we wanted to present the case on the basis of back pay. We felt that the Board would revise the "Little Steel" formula and if they do, we can come as near proving we are right as anybody else can. We discussed the issue for about two hours and they said the issue was too big to give an answer that day and they would have to check into it in
4726 regard to the ruling of the National Labor Board.

We asked for 15¢ per hour, right straight across the board. It still stands at 15¢ but they did argue on being more sympathetic with the men in the lower paid groups."

B. F. Hogue explained the percentage system, as compared to the cents per hour system, of granting wage increases.

B. F. Hogue. "We have had some trouble in the Patenting Department, in the last month. Happily, it looks now like it is a fair way to being straightened out. We almost had a strike there, two days last week. The company has finally seen our point on one of the things. The seniority angle is going into effect already. The wage question is the last thing on the books. Men aren't

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losing anything because they aren't ready to run bonus tonnage on the frames yet, anyhow. We also had some trouble in the Blooming Mill, so Fred Liesch told me. When you see all of these things and back about six months ago, in the Shipping Department, the men refused to work, and then a lot of men say this is a company union. If it is, it sure don't act that way. In the Patenting Department, our boys were holding out for $1.15 per hour and the argument was whether or not they should operate for 78¢ for one week and then get the $1.15 rate, or get the $1.15 rate right off of the reel. We had some pretty hard words over it. The whole department stayed over last Friday morning."

EUGENE FOLTZ. "They wanted a man to come in and operate the furnace for 78¢ an hour and our rate was $1.15."

B. F. HOGUE. "Here is an interesting report we got back last week. I will read it."

B. F. Hogue read a letter from the War Labor Board, regarding several cases for wage adjustments which are before the Board at this time.

B. F. HOGUE. "That possibly explains some of the reasons for the delay in getting a decision on these cases. In other words, they have quite a few cases to handle."

B. E. AARON. "Does that include the general wage increase?"

B. F. HOGUE. "No. First, we must get an agreement with the company, to pay it, and we haven't got that yet. The Board won't accept the case until the company agrees to it, unless the company refuses and there is a possibility of a strike."

B. F. Hogue read the following applications for membership in the Alliance: Lloyd McAvoy, O. P. Anderson, James Parkhurst, Henry Rose, L. J. Caruso, A. Bumer, V. Lawson, C. Westervelt, J. Burchette, T. Taylor, Lloyd Aberle, R. W. Farrar and Elaine Irwin.

Motion by John Elmore, seconded by Nelson Vance, that the applications be approved and the applicants admitted into membership. Upon question the motion carried.

B. F. Hogue read the following bills for approval:

Central Illinois Light Co.	$2.30
J. C. Streibich Co., supplies	17.97
Addressograph Co., plates	5.14

Motion by Jess Hodgkins, seconded by Nelson Vance, that the bills be approved for payment. Upon question the motion carried.

B. F. HOGUE. "We will not proceed with the nominations of officers for the coming year. The first nominations will be for the office of president."

Bruce F. Hogue was nominated for president, by Jess Hodgkins, seconded by B. E. Aaron.

John Michaelson was nominated for president, by John Elmore, seconded by B. E. Aaron.

Wm. Baxter was nominated for president, by William Hill, seconded by Charles Schooley.

Motion that the nominations be closed, by Warren James, seconded by Jess Hodgkins. Upon question the motion carried.

B. F. HOGUE. "We will now have the nominations for the office of Vice President."

Walter Mingus was nominated by Fred Liesch, seconded by George Toennings.

4727 Warren James was nominated for the office of Vice President, by Charles Schooley, seconded by Wm. Gerdes.

Sherman Matheny was nominated for the office of Vice President, by Charles Barker, seconded by George Askew.

John Elmore was nominated for the office of Vice President, by John Michaelson, seconded by Harry Barney.

Motion by Jess Hodgkins, seconded by Charles Schooley, that the nominations be closed. Upon question, the motion carried.

B. F. Hogue declared the nominations open for the office of Secretary Treasurer.

Earl Lowman was nominated for the office of Secretary-Treasurer, by Nelson Vance, seconded by Otis Wren.

B. E. Aaron was nominated for the office of Secretary-Treasurer, by Harry Barney, seconded by Otis Wren.

Fred Halstead was nominated for the office of Secretary-Treasurer, by Fred Schreiber, seconded by Otis Wren.

Ray Kohlbacker was nominated for the office of Secretary-Treasurer, by Sherman Matheny, seconded by Harry Barney.

Motion by Warren James, that the nominations be

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closed. Seconded by Harry Barney. Upon question the motion carried.

B. F. Hogue. "Now, we will have new business discussion. If anybody has anything to bring up for the good of the Union, let us have it. There is no change in the National Labor Relations Board picture at all. They said they were going to have this case settled by March 22nd. We haven't heard anything from them at all, and neither has our attorney."

B. E. Aaron. "We were talking about each department posting a seniority list where the men can see it. Are they going to do that?"

B. F. Hogue. "Do you mean that it has not been posted yet, in your department?"

B. E. Aaron. "No. We do not have a list posted. He says our seniority began when we went to the powerhouse. I think it should start from the time we started at the Wire Mill."

B. F. Hogue. "Which one should we have posted?"

B. Aaron. "I think we should have the whole thing posted."

B. F. Hogue. "Do you want me to have that posted in the Powerhouse?"

B. Aaron. "Yes."

J. Johnson. "I never saw a seniority list posted in the Shipping Department."

Jess Hodgkins. "There is none in the Switchmen & Enginemen, either."

B. F. Hogue. "According to the agreement, each department shall have a seniority list posted. I will take care of that immediately."

B. F. Hogue. "Some of our members are coming back from the Army, and some former members are coming back to us, who had joined the C.I.O. Some of our former members in the Fence Department, who left us, are now coming back. They didn't find the C.I.O. to their liking."

After discussion:

B. F. Hogue. "Each department should have a meeting for nominations of candidates for department committeemen. Those nominations should be in here by April 20th. One thing is very important, and that is that we nominate loyal members to serve on Committees. No matter how

well you like a fellow, don't nominate him for any office in the Union, unless he is loyal. We have had that thing with Homer Coward here today, and we had it in the Drawing Department with Allen, who we thought was loyal and it turned out the other way."

K. C. Jones brought up a question in regard to the seniority of Herman Waechter. He asked if Herman Waechter could not hold his seniority in the drawing department, while he worked in the Netting Department.

4728 B. F. Hogue said that Herman Waechter could return to the Drawing Department any time within 90 days, without losing his seniority.

After discussion of Fence Shop men having seniority protection while the Fence Shop was out of production:

Motion to adjourn by John Elmore, seconded by Jess Hodgkins.

Meeting adjourned.

(Signed) EARL LOWMAN,
Secretary-Treasurer.

4370 *Intervenor's Exhibit 2*

AUGUST 21, 1939.

DIRECTOR OF INSURANCE,
Springfield, Illinois.

DEAR SIR: Will you advise me please, whether or not, a labor union could create a system, whereby each member who cared to subscribe to it, would be assessed 10¢ each time a member is taken by death. The entire amount would be paid by all subscribers to the plan and would be paid immediately to the person or persons designated by the subscriber, within 24 hours after legal notice of his death was delivered to the secretary.

The idea is to provide ready cash to families of our members, at actual cost. No salaries of any kind would be deducted from the amount paid by subscribers—officers who would perform whatever service necessary to maintain and conduct such a system would be paid out of union funds.

We have about 1400 dues paying members in our union, the Independent Steel Workers' Alliance, and we contem-

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plate serious consideration of a plan, similar to the system described herein, providing of course that such a plan would not be in violation of the insurance laws in the State of Illinois. We believe such a plan to be sound, and feel that a cost of 10¢ per each member would be very helpful. For example, if 1250 members subscribed to the plan, when a subscriber is taken by death, after proof of death was given the secretary would immediately give a check for $125.00 to the benefactor, and then at the next collection of dues, would assess each subscriber 10¢ in addition to his regular dues. Naturally only members of the Union could subscribe.

Please advise me, as to whether or not such a system, could be used in Illinois.

Yours very truly,

BRUCE F. HOGUE,
President.

BFH:L.

4731 *Intervenor's Exhibit 3*

DEPARTMENT OF INSURANCE
SPRINGFIELD

AUGUST 31, 1939.

INDEPENDENT STEEL WORKERS' ALLIANCE,
Bartonville, Illinois.

GENTLEMEN: We have your letter of August 21 in which you ask whether a labor union could create a fund whereby members of the union would subscribe to the fund for the purpose of paying beneficiaries of deceased members, who subscribe to the plan, a death benefit.

We wish to advise that section 308 of the Insurance Code exempts from the operation of the insurance laws, orders, societies, or associations which admit to membership persons engaged in one or more crafts or hazardous occupations in the same or similar lines of business. Under this provision it would appear that the Independent Steel Workers' Alliance could create the fund in question and issue death benefits to beneficiaries of deceased members without complying with any of the insurance laws of this State. However, it should be noted that the statute

does not contemplate having any other persons subscribe to the plan other than members of the union.

We trust this will answer your inquiry.

Very truly yours,

FRANK W. YOUNG,
Special Deputy.

BEN:14.

4732 *Intervenor's Exhibit 4*

APPLICATION FOR MEMBERSHIP

I, ..., of .....,
(Full name) (Street and number)

....., do hereby apply for membership
(City and State)

in the Benefit Fund Plan of the Independent Steel Workers' Alliance. In the event that this application is accepted I hereby name.....whose address is .....as my beneficiary to receive at my death the sum of two hundred ($200.00) dollars under said Benefit Fund Plan; reserving, however, the right to change my beneficiary by written notice upon the form for such change herein contained; provided, however, that should my beneficiary predecease me, then the aforesaid sum of two hundred ($200.00) dollars to be paid to the legally appointed representative of my estate.

It is expressly understood that the acceptance of this application and continuation of the right of my beneficiary or representative of my estate to receive said sum of two hundred ($200.00) dollars is subject to the following conditions:

1. That at the date hereof I am a member in good standing of the Independent Steel Workers' Alliance.

2. That I remain until the time of my decease a member in good standing of the Independent Steel Workers' Alliance.

3. That I abide by all rules, regulations and by-laws of the Benefit Fund Plan of the Independent Steel Workers' Alliance as the same now exists or may hereafter be amended.

Dated this.....day of....., A. D. .....

(Signed) .....

Witnessed:

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The foregoing application is hereby accepted this..... day of....., A. D. .....by the officers of the Benefit Fund Plan, Independent Steel Workers' Alliance.

(Signed) .....

who is.....for the Benefit Fund Plan of the Independent Steel Workers' Alliance.

Change of Beneficiary

I, ..., do hereby change my beneficiary this.....day of....., A. D. ..... and name in place thereof..... whose address is.....

.....

(Name)

4733 *Intervenor's Exhibit 5*

BENEFIT FUND PLAN OF THE INDEPENDENT STEEL WORKERS' ALLIANCE BYLAWS

AUGUST 1940.

1. A Benefit Fund Plan is hereby established and is open to all members of the Independent Steel Workers' Alliance who wish to apply for membership to this plan.

2. A fee of twenty-five cents (25c) shall be charged as an entrance fee for each member of the Alliance who desires to join the benefit fund plan, providing that application for membership is made within one year from the establishment of this plan, or from the date of the employment of the member in a plant wherein the Independent Steel Workers' Alliance has bargaining rights. If application for membership in the Benefit Fund Plan is not made within this prescribed time limit, an entrance fee of one dollar ($1.00) shall be charged.

3. Immediately upon proof of death of any member of the Benefit Fund Plan, a benefit payment of two hundred dollars, ($200.00) shall be made by the Secretary-Treasurer to the named beneficiary of the deceased member, providing that the deceased was a member in good standing of the Independent Steel Workers' Alliance for at least thirty consecutive days immediately prior to his

death. This payment shall be made from the funds of the Benefit Fund Plan. If the amount of money in the funds of the Benefit Fund Plan is insufficient to take care of any sudden group of deaths, then the Secretary-Treasurer shall borrow a sum sufficient to defray all outstanding death claims, from the general funds of the Independent Steel Workers' Alliance, upon authorization of the General Committee of the Alliance. Any monies borrowed from the general funds of the Alliance by the Benefit Fund Plan shall be repaid with interest in full, before any money may be added to the funds of the Benefit Fund Plan.

4. The Benefit Fund Plan treasury shall be established progressively in size to the dues collected over and about the amounts necessary to defray death claims. For example, 1200 members, each contributing 25c, brings an income of $300.00. $200.00 of this sum paid out as a benefit in case of death among the membership, and the remaining balance of $100.00 shall go into the treasury. When the total funds available reach a total of $750.00 or more, this amount will be considered a maximum and no levy shall be made to pay death claims until the fund is lower than $500.00.

5. A levy of twenty-five cents (25c) shall be made upon all members of the Benefit Fund Plan at the next regular collection of dues following after a death claim has been paid. All dues must be paid by authorized deduction, except for withdrawn members of the Alliance, who may pay their dues at the office of the Benefit Fund Plan.

6. Each applicant for membership in the Benefit Fund Plan shall designate upon his application, the beneficiary to whom payment shall be made in the event of his death. This payment shall be made to this named beneficiary, providing that the deceased is a member in good standing of the Benefit Fund Plan at the time of his death. In the event that the named beneficiary should precede the member in death without another beneficiary being named, the Secretary-Treasurer is authorized to pay the amount of the benefit payment in the estate of the deceased member.

7. The President of the Independent Steel Workers' Alliance shall ex-officio become President of the Benefit Fund Plan. The Vice President of the Independent Steel

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Workers' Alliance shall ex-officio become Vice President of the Benefit Fund Plan. The Secretary-Treasurer of the Independent Steel Workers' Alliance shall ex-officio become Secretary-Treasurer of the Benefit Fund Plan.

8. The President, Vice President, and Secretary-Treasurer of the Benefit Fund Plan, shall perform such duties for the Benefit Fund Plan as are prescribed by the Committee on Rules, Ways and Means, and approved by the General Committee of the Independent Steel Workers' Alliance.

9. No salaries shall be paid the President, Vice President, or Secretary-Treasurer for their services unless it is necessary for them to lose time from their work, in order to take care of emergency work for the Benefit Fund Plan.

10. The Rules, Ways and Means Committee shall have charge of the Benefit Fund Plan, subject to the rules and procedure approved by the General Committee. In the event of any controversy arising out of anything pertaining to the Benefit Fund Plan, the Rules, Ways and Means Committee shall meet and decide the controversy, subject to the approval of the General Committee.

11. No death benefits shall be paid unless the deceased member has been a member in good standing of the Benefit Fund Plan for at least thirty consecutive days immediately preceding his death.

12. The Benefit Fund Plan shall not become effective until at least 800 members have made application for membership in the Benefit Fund Plan.

13. In the event of abandonment of the Benefit Fund Plan, after it has been established, all remaining funds shall be distributed among the membership pro-rata, after the necessary expense of distribution has been deducted.

4734 14. Members who resign from the Alliance cannot hold membership in the Benefit Fund Plan, but shall be dropped from the membership rolls of the Benefit Fund Plan at the same time their resignations from the Alliance become effective. Such resigned member shall not become eligible for membership in the Benefit Fund Plan again until he has been a member of the Independent Steel Workers' Alliance in good standing for a period of six months.

15. When a member leaves the service, or severs his connection with a plant over which the Alliance holds bargaining rights, said member may continue to hold his membership in the Benefit Fund Plan by the payment of his dues as a member of the Alliance together with the payment of thirty-five cents (35c) each time of a regular levy upon the members of the Benefit Fund Plan.

16. When a member is laid off due to lack of work, or is issued a withdrawal card from the Alliance and has become an inactive member of that body, he may continue his membership in the Benefit Fund Plan by payment of the sum of 35¢ upon each regular levy upon members of Benefit Fund Plan.

17. Any withdrawn member of the Alliance who holds membership in the Benefit Fund Plan by virtue of the provisions of Section 16, and who fails to pay an assessment levied by the Benefit Fund Officers within thirty days after the effective date of such assessment, shall be dropped from membership in the Benefit Fund Plan and shall not be entitled to any benefits whatsoever until he again becomes an active member of the Independent Steel Workers' Alliance and then again subscribes to membership in the Benefit Fund Plan.

18. No medical examination is necessary in order to become a member of the Benefit Fund Plan.

19. After a member of the Alliance becomes a withdrawn member of the Alliance, he shall not be eligible to membership in the Benefit Fund Plan until such time as such withdrawn member of the Alliance again becomes an active member in good standing, of the Alliance.

20. The effective date of the beginning of the Benefit Fund Plan shall be August 25, 1940 A. D. at 12:01 A.M. Central Standard Time.

21. The entrance fee of 25c must be paid by voluntary authorized deduction from the paycheck of the applicant, in the same manner as levies for dues to the Benefit Fund shall be collected. An applicant to the Benefit Fund Plan will sign a voluntary deduction authorization, to authorize these deductions from his paycheck, before his application for membership in the Benefit Fund Plan can be approved.

22. Any member of the Benefit Fund Plan may cancel

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his membership by written notification to the Secretary-Treasurer of his intention to cancel his membership.

23. When a member of the Alliance and of the Benefit Fund Plan is laid off, he must notify the Secretary-Treasurer within thirty days after he is laid off, whether or not he intends to continue membership in the Benefit Fund Plan. Such member will be listed as a withdrawn member from the Alliance within thirty days after the Secretary-Treasurer has been notified in writing that such member has left the service of any plant wherein the I. S. W. A. holds bargaining rights. After such member has been listed as withdrawn from the Alliance, he shall not pay any dues to the Alliance until such time as he has returned to work. Then the payment of 25c shall restore his good standing in the Alliance except in cases whereby such members were in arrears for dues or fines before withdrawal. In such cases, such members must pay any dues or fines levied against them in full, before they may again become active members of the Alliance.

24. Members who are laid off from work and who do not notify the Secretary-Treasurer that they intend to keep their membership in the Alliance and Benefit Fund Plan, will become inactive and a withdrawal card from the Alliance will be prepared for them. This withdrawal card will automatically cancel membership in the Benefit Fund Plan on the date such withdrawal card was prepared. The Secretary-Treasurer must be notified in writing by members who want to keep up their membership in the Alliance and the Benefit Fund Plan within ten days after such member leaves the service of his employer.

25. When and if members of the Alliance and Benefit Fund Plan become sick or disabled and are unable to perform any service whatsoever, such members will pay no dues to either the Alliance or to the Benefit Fund Plan, after they have been continuously off of the payroll and under a doctor's care for more than sixty consecutive days and these members will receive every service and benefit available to any member of either the Alliance or the Benefit Fund Plan. The Committee on Rules, Ways and Means may cancel this provision at any time they may deem it right and proper to do so.

26. Any By-Laws of the Benefit Fund Plan may be amended at any time in the following manner:

A—Upon recommendations from the Committee on Rules, Ways and Means of the Independent Steel Workers Alliance, the proposed amendments shall be submitted to the General Committee for approval.

B—Upon approval of the General Committee, the proposed amendments shall be submitted to a meeting of the members of the Alliance.

C—A majority vote of the members present at such meeting shall pass the proposed amendments, and they shall go into effect five days after such majority vote of the members present at such meeting.

4735 *Int. Ex. 6*

WORKING AGREEMENT

This memorandum of agreement between the Keystone Steel & Wire Company and the Independent Steel Workers' Alliance, is made for the purpose of providing a record of and implementing the various understandings and agreements by and between the Keystone Steel & Wire Company and the Independent Steel Workers' Alliance in regard to conditions of work.

I

Forty (40) hours, or less, shall constitute a work week. Time and one-half shall be paid for all time worked in excess of eight consecutive hours, or forty (40) hours in any weekly period, beginning at the start of the first shift on Sunday morning and ending at the termination of the last shift on Saturday night. In the event that a member is paid at the rate of time and one-half for work in excess of eight consecutive hours, he shall not be eligible for additional overtime payments for this same overtime work because of the forty hour per week provision. In cases where members receive time for reporting for work, this time shall not be included in the actual working time of these members.

II

(A) A normal force in any department shall consist of a reasonable number of the maximum force of men employed at any one time in a department. The correct number of men comprising the normal force in a department shall be determined by negotiation between the Department Committee and the Management. In the event

that the Department Committee fails to reach an agreement with the Management in this regard, the Seniority Committee shall have jurisdiction in the case. Such normal force may be increased if and when required as new equipment or jobs are added and likewise be decreased as old equipment or jobs are abandoned. Also, as vacancies occur in the normal force, regardless of their nature, proper quota of the normal force may be maintained by moving men up according to seniority, who are qualified by ability, reliability and fitness for the work. Vacancies in the normal force will not be filled while the men in such department are working short time, unless a fixed crew is necessary to operate the department. Changes in the normal force, except as herein provided, can
4736 only be made after agreement between the Management and the Alliance.

(B) The equitable distribution of hours, as herein referred to, shall be based upon four week periods, or as nearly so as possible. In the distribution of hours, members shall receive their scheduled hours of work as provided in the succeeding paragraphs:

(C) A maximum of 40 hours per week with a minimum of 24 hours per week shall constitute a work week, except in departments where time is shared and has been shared, or where a fixed crew is necessary to operate a department.

(D) In the event that 40 hours per week is not available for all members of the normal working force in any department, time shall be distributed as follows:

1. Thirty-two hours shall be given to all members of the normal working force, and if more work is available after this has been done, senior members who are qualified, in turn, shall be given the additional work.

2. If less than 32 hours are available for all members of the normal working force in any department, 24 hours per week shall be given to all members of the normal working force in such department, and if more work is available after this has been done, qualified senior members, in turn, shall be given this work each week.

3. In the event that less than 24 hours per week are available for all members of the normal working force in any department, qualified senior members in turn, in such

department, shall be given 24 hours per week as far as possible.

(E) When a department has insufficient work to give steady work for the normal force in such department, it is agreed that every effort will be made to find work in other departments for as many men as possible, so that remaining members of such normal force may receive more time. When and if members are loaned from one department to another, because of this provision, wherever possible the youngest members of the normal force shall be loaned to departments needing more help.

(F) When more than one department has insufficient work to give steady employment to the normal working force in such department, it is agreed that department hourly averages and operating conditions shall determine which department shall be the first to loan members to other departments, providing that these members
4737 are qualified to do the work in the departments to which they are loaned.

(G) During the weeks in which the Fourth of July, Labor Day and Christmas Day occur, normal force members may be given a minimum of thirty-two hours in order to allow more work in these weeks for members who are not included in the normal force.

III

(A) When all qualified members of the normal working force have received 40 hours per week, temporary employees may be added as needed, and in the event that members of the normal working force in any department are not working forty hours per week and special orders or shipping dates make it impossible for members of such normal force to fill such special orders, or meet such shipping dates, temporary employees may be added until such emergency has passed.

(B) In the event that members of any department are working the minimum of 24 hours per week with the normal working force employed, as more work becomes available, qualified senior men shall receive 32 hours per week, in turn, until all members of the normal working force have received 32 hours per week. When this has been done and there is still more work available, qualified senior members, in turn, shall be given 40 hours per week

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until all members of the normal working force shall receive 40 hours per week.

IV

Vacations must be taken by all members who are eligible for vacations in every year in which vacations are granted by the Management.

V

(A) It is agreed that seniority shall be a governing factor in all departments, in accordance with the following provisions:

1. At the time of advancement, the member having the longest continuous service, taking into consideration his ability, reliability and fitness for the work, must be given consideration before advancing any newer employee. This rule does not apply to the selection or advancement of foremen.

4738 2. If the Management selects a member of the Alliance for promotion and this promotion terminates, he shall be eligible for his former position, subject to the approval of the seniority Committee and the Management.

3. When a member is laid off because of slack work, he shall be called back to work as soon as a job is available for him, for which he is qualified, and to which his seniority entitles him to hold. If a member is laid off less than six months and is called back to work, his service record shall be connected up and regarded as continuous by the Management. If a member is not called back to work within six months from the date he was laid off, the Management reserves the right to decide whether or not said member shall be called back to work. If a member is laid off over six months and less than one year, and is called back to work, his service record shall be connected up by the Management and regarded as continuous. When a member is laid off more than one year, he must return to work, if called, as a new employee and no time hook-ups on any service record can be made in cases where members were laid off in excess of one year, excepting in cases of sickness or injury, where special consideration may be given by the Management.

4. It is mutually agreed that Steel Plant members who have been promoted, may return to jobs formerly held

by them, when the force is reduced or when their present jobs terminate, but no member shall be allowed to take the job of a younger member unless he is qualified for the work and has had previous experience on the job.

(B) 1. It is agreed that the present policy of employing men for the Steel Plant Yard, the promotion of such Steel Plant Yard employees into better positions in other departments at the Steel Plant, when vacancies occur, shall be continued as provided in the foregoing paragraph.

2. Department seniority shall prevail, except where layoffs occur, in which event, senior members who have been promoted into other departments from the Steel Plant Yard Department, shall have the right to return to jobs previously held by them, regardless of whether or not they remain in their present department, as provided in the foregoing paragraphs. All provisions in this paragraph apply only to Steel Plant members, as the Wire Mill practice is to employ men into the particular
4739 departments needing help, and the few men employed in the Wire Mill Yard service does not permit the operation of these provisions at the Wire Mill.

(C) 1. Seniority shall be held only in the department in which a member is employed, unless the member is working under a leave of absence.

2. Each member's seniority in a department shall begin upon the day upon which he enters such department for work.

3. Plant seniority does not give any member the right to leave his department, for any reason, and claim seniority in another department, unless he comes under the provisions of Steel Plant members returning to former departments. The last man coming into a department is the youngest man in seniority in that department, irrespective of how much plant seniority he may have, except in cases where the Steel Plant provision applies.

(D) 1. When an employee is laid off in a department, and is sent to the Employment Office, he shall be called back to work in the following manner; provided that he has not been laid off longer than six consecutive months:

(a) The oldest man in Steel Plant seniority shall be given work at the Steel Plant before younger man in Steel Plant seniority are given work at the Steel Plant, with the

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exception that if a job opens up which requires skilled labor, and the oldest man in Steel Plant seniority is not qualified for the work, the job shall be given to the oldest man in Steel Plant seniority who is qualified for the work.

(b) The oldest man in Wire Mill seniority shall be given work at the Wire Mill before younger men in Wire Mill seniority are given work at the Wire Mill, with the exception that if a job opens up which requires skilled labor, and the oldest man in Wire Mill Seniority is not qualified for the work, then the job shall be given to the oldest man in Wire Mill seniority, who is qualified for the work.

(c) When all Wire Mill employees who have been laid off less than six months, are working and additional help is needed at the Wire Mill, Steel Plant employees who have been laid off less than six months may be called to work, in turn, at the Wire Mill.

(d) When all Steel Plant employees who have been laid off less than six months are working and additional help is needed at the Steel Plant, Wire Mill employees who have been laid off less than six months, may be called to work at the Steel Plant, in turn.

(e) It is agreed, everything else being comparable, to give preference to the length of service of members who may be laid off due to a temporary layoff, as they are called back to work, subject to the above paragraphs.

(E) 1. When two or more employees enter a department on the same day, as new men, the foreman shall decide within ninety days from the day of starting,
4740 who shall be promoted first, or how these men will rank in seniority as compared to each other.

2. When two or more men enter a department as new men on the same day, but have worked in other departments at Keystone, the employee with the longest service at Keystone shall be considered as having seniority over the other employee.

(F) 1. For a member to receive a ninety day leave of absence from the plant, it is necessary that he file a written application to the Seniority Committee, which must be approved by the Department Committee, Department Foreman and either the Employment Manager or the Superintendent.

(G) 1. In case of a member being temporarily transferred, loaned or borrowed, he may hold his seniority in his former department for a period of 90 days without asking for a leave of absence. At the end of 90 days, the member must either return to his former department or ask the Seniority Committee for a 90 day leave of absence from his former department, or remain as an employee of his new department. In case he remains in the new department without a 90 day leave of absence, his seniority would start on the day of his beginning to work in the new department. Leaves of absence from one department to another shall be signed by the Department Foreman, Department Committee and by the applicant, and must be addressed to and approved by the Seniority Committee.

(H) 1. When a member leaves his department under a leave of absence to another department, he shall hold seniority in his original department for the term of his leave of absence.

VI

(A) 1. When a member is offered promotion and refuses, or is unable to take said promotion, the next member in line for promotion shall be offered the job. When this condition occurs, the man who takes the promotion shall be considered as ahead of the man who refused the promotion. At the next vacancy which provides for promotion, the member who refused or could not take promotion, will be entitled to that promotion, if his seniority and qualifications place him in line for it.

(B) In regard to members of the following status:

1. He has a job to which he is entitled by seniority.

2. He does not wish promotion, or is unable to
4741 take promotion. In this case, younger members who accept promotion over him, cannot disturb him in his job, in case their promotions terminate, but will be assigned to whatever jobs their seniority and qualifications put them in line for.

VII

In departments wherein no line of promotion has been established, the following rules obtain:

1. Promotion shall be given to members having the most seniority, who are qualified for the work, in turn.

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2. Any job which pays more money, or is definitely a better job, even though it pays the same or less money than the job now held by the member, shall be considered a promotion.

VIII

In departments wherein a line of promotion is established, the Seniority Committee shall decide cases in accordance with the seniority of the member and shall recommend to the Management the rightful job to which the member is entitled.

IX

In cases where improper records of employment, transfer, etc., occur and exist, the Management and the Seniority Committee shall determine the correct dates to be placed in the record.

X

In a seniority case affecting more than one member, or if claim for a job is made by more than one member, the Seniority Committee shall notify and hear all parties interested or concerned, so that a fair decision may be reached, and shall make recommendation to the Management as to the result of their findings.

XI

Every member of the Alliance begins to build seniority on the day he starts to work at Keystone. No members of a department shall have the right to take away the earned seniority of a member, either department or plant seniority, provided that the member has complied with the seniority rules in effect.

XII

Departments may make their own seniority rules, provided that they do not conflict with the seniority agreement in effect between the Alliance and the Management, or the rights of any member or members.

4742

XIII

(A) It is agreed that when a department has all members of the normal working force employed and additional help is needed, temporary additional help shall be supplied as follows:

1. Members who formerly worked in such department, but who were laid off because they were not members of the normal force, shall be called back to work, according to their seniority, unless they have been laid off for a period in excess of six months.

2. Members of a normal force in any department in which the average number of hours worked are low, may be temporarily loaned to departments who need additional help, after the normal force members in the department to which they are loaned, have received their full quota of hours, as provided in this agreement.

XIV

(A) It is agreed that when a member of the Alliance is discharged or suspended from the service of the Company for cause, such member shall be notified within 48 hours after such discharge or suspension, of the full reason or reasons for such action, and in case of a suspension, of the length of time of such suspension.

(B) When a member is laid off during a period of reduction of operations, the member shall be informed by the Management if he is to be recalled to work, or rehired, when his proper turn comes, and such member shall be given the reason as to why he will not be rehired or recalled when his proper turn comes, providing that this is the determination of the Management.

XV

If a satisfactory decision is not reached in any case, after the regular procedure has been followed, the Management and the Alliance shall each appoint two persons to represent them as members of an Arbitration Board. The fifth member of such Arbitration Board shall be agreed upon in conference between the Management and the Alliance. The Chairman of such Arbitration Board shall be selected at the first meeting of the Board. The findings of such Arbitration Board shall be binding upon both the Alliance and the Management. The representatives of the Management and the Alliance serving upon the 4743 Arbitration Board shall be paid for their services by their respective sponsors. The fifth member of the Arbitration Board shall be paid for his services jointly by the Management and the Alliance.

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XVI

(A) Members who are improperly scheduled for work by their foreman and who report for work, shall be paid two hours pay at their average rate, and shall be allowed to return home immediately without performing any service whatsoever, unless put to work upon their regular jobs.

(B) Members who report for work and find there is no work for them because of power failure, flood, fire or any act of providence, may be held one hour before being released for the day, and shall be paid a flat rate of fifty cents for the trip from home. It is agreed that if it is known that there will be no work for the entire shift, any member or members reporting for work shall be released at once.

XVII

(A) Changes in any article or section of this agreement, or changes in the entire agreement, may only be made after either party to this agreement has given written notice to the other party, of the change or changes desired, at least thirty days prior to the date such proposed changes shall become effective, except in case of general rate changes in the Steel Industry. Any change in this agreement may only be made by mutual agreement between the Management and the Alliance.

XVIII

(A) Changes in established basic work rates, rates of pay and salaries and regularly established hourly rates, may be proposed by either party to this agreement, providing that at least thirty days notice is given by the party desiring such change, to the other party to this agreement, or as provided in the following paragraphs:

(B) It is agreed that any general rate changes in the Steel Industry shall be reflected in general rates of pay at Keystone only after the Wage Committee of the Independent Steel Workers Alliance, its Officers, and Representatives of the Management have met in conference to discuss the rate changes proposed by the Steel Industry, and both parties to this agreement shall
4744 discuss the application of such proposed rate changes at the Keystone Steel & Wire Company.

XIX

This agreement shall continue in full force and effect, dating from ....., 1940, from year to year, except for such changes as may be adopted from time to time, with the mutual consent of both parties to this agreement.

IN WITNESS WHEREOF, the parties hereto have affixed their hands and seals, this.....day of..... A. D. 1940.

KEYSTONE STEEL & WIRE COMPANY,

.....

.....

.....

INDEPENDENT STEEL WORKERS ALLIANCE,

....., *President.*

....., *Sec. Treas.*

....., *Vice President.*

Wage Committee:

..... Chairman

.....

.....

.....

4745 *Intervenor's Exhibit 7*

INDEPENDENT STEEL WORKERS ALLIANCE

Minutes of Meeting of the Wage Committee at the Alliance Office Monday, May 24, 1937 at 7:00 P.M. with the following men present: Ross White, Chairman, Herbert Moore, Ernest Sering, Charlie Ball, B. F. Hogue, Paul Cantrall, Earl Lowman, J. Mahannah.

B. F. Hogue opened the meeting by bringing up the case of securing a check-off of dues. After discussion it was decided to confer with the management and demand a check off of dues, as instructed by the General Committee at their last meeting.

B. F. Hogue asked the opinion of the committee in regard to asking for an enlargement of the vacation plan, to take in men who have served 3 years. Three year

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service to entitle the member to one week vacation with pay, and 7 years service to entitle a man to two weeks vacation with pay.

Motion by Herbert Moore that the Wage Committee recommend to the General Committee a program of vacations whereby a member with 3 years service shall receive one weeks vacation and a member with 7 year service shall receive two weeks vacation and also that we ask for a 5% cut on the first million of dollars on the profit sharing plan instead of the 4% we are now to receive.

B. F. Hogue brought up the recommendation of the General Committee that we secure the consent of the management to a program whereby each new employee must become a member of the Alliance before securing employment at the Keystone. It was decided to follow the instructions of the General Committee and present this request at a meeting of the Committee with the Management.

Earl Lowman, Secretary-Treasurer, announced that the Wage Committee would meet at the Alliance Office, Wednesday morning, May 26, 1937 at 9:00 A.M. and would confer with D. P. Sommer at 9:30 A.M.

Meeting adjourned.

(Signed) EARL LOWMAN,
Secretary-Treasurer,
By J. MAHANNAH.

4747 *Intervenor's Exhibit 8*

Minutes of Meeting of the Wages and Working Conditions Committee of the Independent Steel Workers' Alliance with the Management in the Office of W. H. Sommer, Tuesday, June 15, 1937 at 9:00 A.M. with the following men present: Ross White, Chairman, Ernest Sering, Herbert Moore, B. F. Hogue, Earl Lowman, Paul Cantrall, J. Mahannah, R. E. Sommer, D. P. Sommer, John Hinnen.

D. P. SOMMER. "As I told you men in the other meeting, I presented these requests to the Executive Committee and we discussed them at some length, and as I surmised, they had the same feeling about it that I had. In the first place your vacation plan is set as of March 1st. I might read you that agreement, or have you checked it up?"

B. F. Hogue. "We are familiar with it."

D. P. Sommer. "I also checked up other vacations plans in other steel plants. Weirton gives one year men two days, five year men four days and fifteen year men ten days. This is about the same as Republic. None of these plans give the ten year men two weeks, so as far as steel companies go, I think Keystone is doing a lot better than average when you consider the fact that you get two weeks."

B. F. Hogue. "Do you want to do some comparing with the steel industry? We are ready to compare all the way through. We had nothing to compare when we got our vacation plan. We put one foot out ahead of the rest of them. I think that is a big factor in the fact that we have not got anybody howling outside here today. We could compare labor situations today. Then this other thing is our own individual setup and our own individual program. If we would compare we could find some places where they had no vacation plan and probably find some places not as good as ours, and probably find some plans better than ours. We are in a fine spot and we are going to stay in a fine spot. This is a final move. I talked to Dan the other day. Back in 1933 we hired a lot of men here and since that time lots of water has flowed under the bridge and they consider themselves old men today. Three years is a long time and while it will cost a lot of money, at the same time if that money is available, it is a fine investment for this company. I can't see it any other way."

R. E. Sommer. "When you say it is an investment, what will be the return on this investment?"

B. F. Hogue. "The return for that will be a continuation of the present relations, and the feeling that you can tell your salesmen to go ahead and get orders, that the plant will be running."

R. E. Sommer. "We have done a lot of other things to make better relations with our employees, the profit-sharing plan is just one of many things."

B. F. Hogue. "That is true, the vacation plan is just one item."

R. E. Sommer. "We have adopted, or rather,
4748 have in effect the policy of trying to give you men the things that we feel you need and the things we

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feel we can afford. That was the reason for the profit-sharing plan being adopted, also the vacation plan, also the baseball diamond. We are now faced with the expense of moving the baseball diamond. A short time ago we agreed to help out by accepting a deduction slip for the dues. These are things that we wanted to help you with. This change in the vacation plan for the past year is something that the men can get along without."

B. F. Hogue. "The men could have always gotten along without a vacation. Let's talk about a good opinion. When the war started several years ago it was possible to mold sentiment very easily. Why? The simple reason that they had never been lead to believe that the management would go out of their way for them. When they saw a man who was fair in regard to conditions and wages, the men flocked to him. Now you see another group who have also been very fair. The men of five years and ten years have that opinion. Now what can be done for the men who have been here three years?"

D. P. Sommer. "Put them on the Profit-Sharing Plan."

B. F. Hogue. "They are already on that."

R. E. Sommer. "I don't think the men will change their attitude on account of this vacation plan. This will cost a lot of money. As shown in the minutes of the last meeting, we are already paying a lot of money. The only thing that saved us this year was the sharp increase in selling prices. That will be out the window next year. That is, it cannot go ahead again. If we give too large a part of the earnings of the company away, then we have not been fair to the stockholders. Frankly, I think the things that have been worked out this year have been fair to both. We have made some money for the stockholders and we have been fair to the men and I think we have maintained a pretty good balance."

H. Moore. "Have you attempted to estimate the additional cost of this plan?"

John Hinnen. "I have an idea the way you would have to figure the average cost would be to figure it on the average rate of pay. On this list I have men of 10 years or more, and I went all the way down to one year. In the last two years we have hired 500 men out of the 1600. We have 61 men in the two to three year bracket,

272 men in the three to four year bracket and 78 men in the four to five year bracket. Even if you satisfy this group you have another group coming along who will still be dissatisfied. There must be a limit as to how far we can go on this thing."

D. P. SOMMER. "The cost of vacations is set up on a monthly basis and charged to costs from month to month. It would be almost impossible to date it back on this account."

ROSS WHITE. "Another thing, in three to four year class there are 272 men who will not come in for anything two years ahead. Two hundred of these men or more have put in three or four years besides the service credited to them. They were out of work because the plant was down. Only the oldest men hung on."

D. P. SOMMER. "Many of these men were hooked up."

ROSS WHITE. "Only about 50."

4749 D. P. SOMMER. "That is quite a few. Obviously, you can't give a three year man the same as a five year man. You must admit that the men under three years feel badly. They may feel as though they lost out on the vacations."

ROSS WHITE. "They are going to feel better that they do not have to wait five years."

B. F. HOGUE. "Every man who comes in would feel like working some time before he is eligible. No man would feel that he is entitled to a vacation the first year."

E. SERING. "The men felt, that as the plant will be down for two weeks, and four year men will have no vacation coming."

D. P. SOMMER. "You will not find that many of these men will be off. It begins to look like we will have to work some departments, even during the shut-down."

E. SERING. "Won't these Eastern strikes hurt us?"

D. P. SOMMER. "Not necessarily, they might help us some."

Ross White mentioned that we are short of molds and the strike might cause us some loss.

D. P. SOMMER. "We might have to use our molds longer. There are other plants running who manufacture molds. All of the Steel Corporation plants are running. I feel that anybody, if he is reasonable, will not ask

the company to go back and change a plan that was definitely agreed upon last year to cover the present year."

H. MOORE. "As far as showing any resentment, I am sure that there is no resentment among the men."

H. MOORE. "I don't believe it would be a very big item to make it a week for three year men."

ROSS WHITE. "It would cost about $4,000."

JOHN HINNEN. "It would cost about 12,000 dollars.

H. MOORE. "You are in the lower average brackets when you get in the three year men."

D. P. SOMMER. "Most three year men have jobs in the better brackets."

ROSS WHITE. "Part of that will come from the men."

D. P. SOMMER. "A very small part."

R. E. SOMMER. "This is not a case of being arbitrary. We feel that this request is one that we cannot afford to grant."

B. F. HOGUE. "How were profits from January compared with a year ago?"

R. E. SOMMER. "We made considerably less money."

B. F. HOGUE. "According to the paper, we made more in the last three months than we made a year ago."

4750 D. P. SOMMER. "Our profits for the year will be less."

B. F. HOGUE. "But wasn't that caused by selling at lower prices as the management told us?"

R. E. SOMMER. "Frankly, the volume of business is not as great as it was. Orders are getting a little bit harder to get and the way things are shaping up we are going to have some months that will not look so good. We are hoping this seasonal slump will correct itself."

H. MOORE. "It is the time of year for a slump."

R. E. SOMMER. "It is really more of a slump than seasonal."

J. HINNEN. "The profits will be about $88,000 less for the six months just ending than they were last year. This is estimating June of this year."

ROSS WHITE. "How much of that is due to higher wages?"

D. P. SOMMER. "We told you the increase in wages since July 1st amounts to $265,000."

B. F. Hogue. "The price of scrap was up about 60% wasn't it?"

D. P. Sommer. "Yes, but our price of scrap is averaged so that what is charged into the furnaces is not the present price."

B. F. Hogue. "Has the Executive Committee talked this over?"

D. P. Sommer. "Yes."

B. F. Hogue. "They figured on starting it next year, I presume?"

D. P. Sommers. "No, they didn't make any promises. If the committee would like to bring this question up in the fall when business for the new year starts coming in, so we can tell more about it, I will be glad to bring it before the Executive Committee then." "I really feel that the sentiment was not to go back on this, as the plan was all agreed upon for the year ending July 1st that year."

After some discussion about when the profit-sharing checks would be distributed, John Hinnen said they would be distributed some time between the first and fifteenth of August.

D. P. Sommer. "In regard to the case of Rollin Owen, we have arranged that his six months wage adjustment will start as of last Sunday."

H. Moore. "Is that policy or one man?"

D. P. Sommer. "I have not been asked to make it policy. It was one individual case."

D. P. Sommer. "Ross, the adjustment on the water tenders has been taken care of at eighty cents."

Ross White. "Did they take care of the one boiler maker too?"

D. P. Sommer. "There was no case come up to me on a boiler maker."

B. F. Hogue. "Let's go right ahead with the rest now."

4151 D. P. Sommer. "As far as the profit-sharing setup is concerned, the only decision you can get now is the same as the committee said. We must be able to see ahead into next year's conditions more than we can now."

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H. Moore. "We are in the clear, we have protected this now."

D. P. Sommer. "You can always come in. It is easy to come in. I think it was a very worthy thing on your part to want to do this, but you must realize that the management is facing many problems. This is only one of them."

Earl Lowman. "What kind of a decision did you make in regard to the old men?"

D. P. Sommer. "I don't think that called for any decision. I think most everybody is satisfied with the way we are handling it. Unless there is some individual case that you want to take care of. This company would be money ahead if they retired these men on a regular pension rate. I am thinking of old Bob. If you retired him on a pension he might not last six months."

Earl Lowman. "That is true."

J. Hinnen. "We have no more than 25 men over 65."

D. P. Sommer. "Did you fellows have any plan in mind?"

B. F. Hogue. "I think as long as the management is satisfied to continue to keep them on the job and take up any case that comes up, that is the best way to handle it. The men can make considerable more on the job. Let's let well enough alone until something comes up."

W. H. Sommer entered the meeting.

H. Moore. "One of our wire drawers left this week. He couldn't stand the work anymore. He has heart trouble and won't live very long."

D. P. Sommer. "It is hard to set a hard and fast rule on account of some men who are 65 being in worse shape than some other men who are past 70 years of age."

E. Sering. "If the men realized that they had a chance for something like that it would not hurt so much as if they were forced out."

D. P. Sommer. "It would be difficult to lay down a hard and fast rule, and hard to work out another pension plan in addition to the Social Security act."

H. Moore. "I think the men would kick on two deductions from their check."

D. P. Sommer. "Still, the only successful plans are mutual plans between the company and the men."

H. Moore. "I think that is something to work out later on."

B. F. Hogue acquainted W. H. Sommer with what the requests of the committee were. D. P. Sommer stated the position of the management to W. H. Sommer.

W. H. Sommer. "We have been talking about 4152 pensions, since I have been in here."

B. F. Hogue explained further, the points brought up previously in the meeting by the committee.

W. H. Sommer. "It is your idea to ask that more money be appropriated for vacations or that the money should be divided in a different way?"

B. F. Hogue. "That is more or less your problem."

W. H. Sommer. "I don't believe you got my question. We are here for the purpose of discussing it so that we bring out the various points so that the men understand the management's problem and vice versa. We have set up a definite plan for the paying of vacations, depending on the length of the man's service. If there is a desire on the part of the men to change the distribution, that is one matter. Then if they desire to bring in another group of men and add to the cost, that is another matter."

B. F. Hogue: "That is the whole thing. We want to bring in another group that will make more expense. As we have said before, we don't know how the money is appropriated at all. Maybe you set it aside each month or maybe you set it aside each year. Maybe the management would care to make a counter offer so that we can show this younger group of men that we have made some accomplishment for them. There has been some question of setting the time. Why two years or three years. In the first plan, why five or ten years? We were the pioneers in the first plan. Now we are asking the same thing. We are ahead of the parade and we want to stay ahead."

D. P. Sommer. "I think there is some misconception in the minds of part of the men as to the cost of this change. Ross thought it might cost about $1,000. John figures it would cost about $12,000. The two weeks for seven years would increase that very much."

W. H. Sommer. "Before I would want to make any decision on that I would want more figures, as to the number of men who are eligible for this, etc."

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D. P. SOMMER. "Here are the vacation plans of other steel companies."

D. P. Sommer explained these plans to W. H. Sommer.

H. MOORE. "Those steel plants are not as progressive as this one is."

W. H. SOMMER. "You must bear this in mind. There is never going to be a time, and there has never been a time when there was no difference of opinion as to how to divide things up. The time has not arrived when it is 100% satisfactory to every man in every organization. We must have a policy of give and take."

B. F. HOGUE. "There is no doubt that we are all trying to get the biggest piece of meat."

D. P. Sommer explained that he had acquainted the committee with the amount of money which wage increases during the past year have amounted to. He told W. H. Sommer that B. F. Hogue had asked to consider the change in vacation plan for next year.

B. F. HOGUE. "Yes, let's take the matter of building up a better sentiment than what we have. In three
753 months this monkey business with these strikes will be over, I hope. An announcement then would not be as effective as it would be now. We are not fearful at all, but we have always kept ahead by keeping ahead. We have all profited by that."

R. E. SOMMER. "We have also had to look out for fixed charges. Of course, the last two years we have made all of the steel that we could make, but we know from experience that things don't last. They are already talking about the next depression. We don't know when it will come. All of these things added are added to the fixed charges of expense. That is something good about the profit sharing plan. It gives the men money when the company can pay it. The vacation plan, however, is entirely in the fixed charge class."

W. H. SOMMER. "I think that is a very important point. Many a man has gone down during a depression because of high fixed charges whereas if he had lower fixed charges he could have weathered the storm. It may be that a plan could be worked out in which this could be taken care of. I know my attitude would be this, if we knew there would not be bad times ahead."

B. F. Hogue. "There is nothing in the plan which would compel the company to pay something they couldn't pay."

W. H. Sommer. "When you have once had a thing, it is hard to give it up."

B. F. Hogue. "Not any more than a cut in pay. When the time comes that it cannot be paid it will have to be cut out or the place will go broke."

R. E. Sommer. "I don't think it would be fair to give a decision on it at this time. Let John work on it and see what we can work out and we can give you an answer later for next year."

B. F. Hogue. "I see no harm in waiting for an answer. Would next week be alright?"

W. H. Sommer. "You can not expect this company to be too far in the lead in spending the company's money to the detriment of the stockholders. It might cause trouble."

R. E. Sommer. "We are competing with Northwestern, Sheffield, Continental, and other places that do not have all of these things and when we go out to sell a keg of nails we must sell just as cheap as they do or lose the business. We must meet payrolls, meet competition and see that the stockholders get something for their money."

D. P. Sommer. "I would say that you could announce that you have met with the management and that the management has this under advisement and will consider it."

B. F. Hogue. "It will depend on what the men say. Under the old system the General Committee was the final authority. Now we have a different set up. The General Committee still functions, but we have the other body of members which in the last analysis is just the same as your stockholders. We have a job to please them, just the same as you have."

B. F. Hogue. "When should we arrange to talk this thing over again?"

D. P. Sommer. "I would like to wait until John and I could get some more figures. I would suggest sometime after the first of July."

H. Moore. "I have a couple of little things
4754 which came up. This case of the Drawing Room truckers has been turned over to the Wage Com-

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mittee by John Moritz. They are getting 80¢ per hour. They asked for 86¢. John Moritz told them that the Galvanizing truckers were what was holding them back. He figured the Drawing Room truckers were worth more money. Now the Drawing Dept. truckers have separated from the Galvanizing truckers, and this has opened this case up and they are asking for 86¢. There are 14 men involved, but only about half of them get this top rate."

B. F. Hogue. "This case is worth consideration. We have never been able to have these fellows satisfied. They always felt that they should have been paid more for the last three years."

H. Moore. "That should be very simple to manage. Cordes admitted that a good trucker was more important and harder to train than a wire drawer. They do have a good bunch of men and put out a lot of work."

D. P. Sommer. "One of the things which has been done is to add some additional men."

H. Moore. "One on each shift."

D. P. Sommer. "J. Moritz mentioned this to me but he did not imply that he had closed the door."

H. Moore. "He asked me to take it up with you. I don't know what the helpers get. Whatever they get, they would expect an increase accordingly. I would say there are six or seven helpers out of the 14 men."

D. P. Sommer. "I will talk with Moritz about this. I was under the impression that it had been turned over to him."

Herbert Moore. "The wire that we are getting for the small Morgan machines, they are simply ruining it in the Patenting and Cleaning departments. By the time it comes out to the Morgans it is tangled so badly that it has to be scrapped. This is expensive wire, having been muffled and cleaned."

D. P. Sommer. "We are working on a piece of equipment now to take care of that."

H. Moore. "The die reamers, six or seven men, are getting 90¢ and they want $1.00."

D. P. Sommer. "I will talk to John Moritz about that also.

Meeting adjourned.

Signed) Earl Lowman,
Secretary-Treasurer.
By Jim Mahannah.

4756 *Intervenor's Exhibit 9*

OCTOBER 22, 1938.

The following shall constitute an Agreement between the Keystone Steel & Wire Company and the Independent Steel Workers Alliance.

It is expressly agreed by both parties to this Agreement as follows: No member of the Alliance may work more than two thousand hours during the period beginning October 24, 1938 to October 24, 1939 without payment of time and one half for all time in excess of two thousand hours worked.

In witness whereof the parties hereto have hereby affixed their signatures on this, the 22nd day of October, 1938.

KEYSTONE STEEL & WIRE COMPANY,
By R. E. SOMMER.
INDEPENDENT STEEL WORKERS ALLIANCE,
By BRUCE F. HOGUE.

4758 *Intervenor's Exhibit 10*

Minutes of meeting of the Wage Committee of the Independent Steel Workers' Alliance with the Management, at the office of D. P. Sommer, Friday, October 21, 1938 at 1:30 P.M. with the following men present: Bruce F. Hogue, Nathaniel Clifton, Earl Lowman, Ted Walters, Frank Hess, Fred Slusher, J. Mahannah, D. P. Sommer, A. H. Sommer, J. A. Moritz, W. O. Fritze, John Hinnen.

B. F. Hogue opened the meeting by discussion of the provisions of the Wage-Hour Act which becomes effective October 24, 1938.

After lengthy discussion of the various provisions of the Act, it was unanimously agreed that both the Management and the Alliance would make every effort to operate within both the letter and spirit of the Act.

Some discussion arose as to the provision which states that 2,000 hours is the maximum number of hours which may be worked in a yearly period.

J. A. MORITZ. "As I see it, our present agreement allows us to work 2,080 hours per year, while the new law allows only 2,000 hours. That is the main point of difference."

D. P. SOMMER. "The main thing we want to decide now is whether we should count the hours from July 1st, as our present agreement states, or from October 24th, as the new law provides."

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B. F. Hogue. "I would say the best place to start this agreement would be 30 days after the notification to the company of a desired change. That would be about October 1st."

D. P. Sommer. "It might be arranged so that men who have time to lose could take their vacations before July 1, which would make them all start off even."

J. A. Moritz. "If we start counting time as of October 24th, it will work a hardship upon some of the men. For instance, in the Patenting Department, the men have been working upon short time. Now they have a little spurt of business which might last from four to six weeks. Under our present agreement, they can work six days per week during this period of good business, to make up for some of the time they have lost since July 1st. If we start counting time from October 24th, they can only work five days per week because they will not have any lost time to make up."

B. F. Hogue. "You might be surprised at the number of men who want to work a straight 40 hour week."

D. P. Sommer. "Do you think it would be possible to work the Patenting Department men six days, and start counting time as of October 24th?"

B. F. Hogue. "No."

Earl Lowman. "Make it July 1st, and make up their time, and make the October 24th date for the 2,000 hour provision. That way you will be operating under the old agreement, with a new provision to comply with the law."

4759 B. F. Hogue. "The only thing I can see is to change Section 3 of our present agreement."

D. P. Sommer. "We have an agreement with the Alliance which covers this year. Now if we write up just a paragraph in which we agree that all time in excess of 2,000 hours for the year beginning October 24th, 1933 and to October 24, 1939, will be paid for at time and one half, then I think we have covered the agreement as far as the law is concerned."

Earl Lowman. "That would mean that we could work 48 hours next week if we are behind time."

B. F. Hogue. "What policy will be followed in the office?"

W. O. Fritze. "That is what I am in here for, to find out what you think about it. Of course, girls can't work over the number of hours provided by the state law."

John Hinnen. "They can work 48 hours under state law, eight hours per day for six days."

B. F. Hogue. "They tell me that in busy times they work ahead, and they you make that up to them."

W. O. Fritze. "I understood that, under the new law, they couldn't work any time ahead."

B. F. Hogue. "Can we prepare that one section now? We should revise and enlarge our present agreement as soon as possible. Three times in two days, we got into trouble over interpretations of this agreement."

D. P. Sommer. "You will always have more or less trouble over interpretations of any agreement."

Earl Lowman. "Personally, I don't think we should be in too big a hurry in signing a new agreement until more interpretations of the new law are made."

D. P. Sommer. "I think that is true."

B. F. Hogue. "We have another case in the Galvanizing Department."

Fred Slusher took up a case from the Galvanizing Department with J. A. Moritz, in regard to the correct number of men in the normal force in this department.

After discussion of this case, J. A. Moritz instructed Fred Slusher to send the Department Committee to his office to discuss the case.

D. P. Sommer and B. F. Hogue framed the following agreement to supplement the present agreement, so that it would comply with the law:

"The following shall constitute an agreement between the Keystone Steel & Wire Company and the Independent Steel Workers' Alliance: It is expressly agreed between the parties hereto, as follows: No member of the Alliance may work more than 2,000 hours during the period from October 24, 1938 to October 24, 1939, without payment of time and one half for all time in excess of 2,000 hours worked."

This agreement was approved by all parties present.

Meeting adjourned.

(Signed) Earl Lowman,
By J. Mahannah.

4761 *Intervenor's Exhibit 11*

Minutes of meeting of the Wage Committee with the Management at the Office of D. P. Sommer, Friday, July 31, 1942 at 1:30 P.M. with the following men present: Bruce F. Hogue, Fred Liesch, Earl Lowman, Sherman Matheny, Cecil Butler, Lowell Hasten, Algie Bitner, Walter Meisinger, J. Mahannah, D. P. Sommer, A. H. Sommer, J. A. Moritz.

B. F. Hogue opened the meeting by beginning discussion of the rates paid on Drawing machines #64 to #72.

B. F. Hogue. "John Moritz stated that he had turned the case back to you. We don't want any further delay on it."

D. P. Sommer. "I did not know that you intended to discuss any cases from the Wire Mill. I will see if John can come into the meeting."

D. P. Sommer called J. A. Moritz upon the telephone.

B. F. Hogue. "While we are waiting, we can take up the case of the Steel Plant Mechanical Department. We have a case from Nat Clifton and Lewis Wakefield. Nat claims he is entitled to five cents per hour more."

C. Butler. "Nat is getting a lot of work now from the Wire Mill and he is doing a lot of welding. Lewis Wakefield gets $1.08 on the day turn and 98¢ on night turn. He can't see why the big difference in pay."

B. F. Hogue. "He can't see the justice in working for ten cents per hour less on the same blacksmith job. I understand that Nat is head blacksmith and so does Louie. He is not claiming as much as Nat gets."

D. P. Sommer. "What was the reason for that, Al?"

A. H. Sommer. "It wasn't more than a couple of years ago that we agreed to pay 10¢ more per hour on the day shift. He still don't do head blacksmith work, even on day turn, although he works day turn sometimes."

D. P. Sommer. "These rates are the rates before the last general increase, aren't they?"

C. Butler. "Yes. These cases have been up for a long time."

D. P. Sommer. "If he isn't doing the same kind of work on nights, that Nat is doing on days, it is still open for consideration."

C. Butler. "He handles all the welding and other

work that comes in. He takes care of engines on night turn, too."

F. LIESCH. "He is not asking for the same rate which Nat is getting."

D. P. SOMMER. "I think we ought to cut 5¢ off the day rate and put 5¢ on the night rate.

B. F. HOGUE. "I am afraid that would not amount to much of an adjustment."

After discussion:

4762 A. H. SOMMER. "There is a certain routine work, like straightening stopper rods, etc., that is put on second turn. The standard practice around the yard is that when you step a man up out of the ranks, we put ten cents on that job. That applies to men taking mason tender jobs. It is still less than regular mason rate. That is why this 10¢ extra was put on for the increased responsibility on the day job."

B. F. HOGUE. "Here is a case where men are doing similar work and are not getting similar pay."

C. BUTLER. "A man shouldn't take a 10¢ per hour cut for working nights."

D. P. SOMMER. "He didn't take a 10¢ cut for working nights, he got a 10¢ raise for working days."

C. BUTLER. "Some of these men had to go to school to learn welding."

After discussion:

J. A. Moritz entered the meeting.

B. F. HOGUE. "Maybe John would like to get away, since he has some other business. We have that drawing machine case here where you changed the flippers. They have a 15% loss on that."

J. A. MORITZ. "It was put in and at the time, 15¢ per hour went on that. That was to apply until the automatic flippers, etc., went on the machines. Due to the building program, those machines were not completed for a long time and they went along since last November. Since the thing has dragged on as long as it has, I don't care of something is done. I said I would turn the case back to the Management because I didn't want to take the blame for not helping the rate and I didn't think I should take blame from the front office for increasing the cost."

D. P. SOMMER. "Have their earnings decreased 15% since the flippers have been put on?"

J. A. MORITZ. "I haven't checked the records, but even if it did decrease 15%, that doesn't mean it was all on account of the flippers. For arguments sake, the earnings on the other machines have dropped in the past weeks because of steel. So, it isn't entirely the fault of the flippers. I don't know off hand, how much loss in earnings could be traced directly to the flippers. On certain sizes of wire, it is a definite help And on certain sizes of heavier wire, I figured that it wouldn't help. I think they are working on some changes now, on the flippers."

B. F. HOGUE. "Here is the whole sum and substance of it. I am tired of hearing about it. Every time I got to go out in the Drawing Room they jump me about it. I have tried to avoid them, but they cornered me the other day and I say as far as I am concerned, they can quit running the machines until such time as the Management has time to fix them up. We lost members over it and we are losing them everyday just because of conditions like that. Facts are facts and the truth of it is that their paychecks are short. Some of them are using it as an issue to stir up dissatisfaction. If they aren't earning the money, it stands to reason that the Management isn't getting the tonnage off of these machines. That is just what I intend to do if we don't get it settled, we are not going to operate those machines."

D. P. SOMMER. "Let me ask a question. We are still working on these machines. If we do that and those earnings do jump up, then can we make an adjustment and take the 15% off?"

4763 B. F. HOGUE. "We will make a deal right here. Leave the rate as it is and pay the men a commeasurate amount of money to compensate for what may have been their loss since the things were put on there. I see your point. You are afraid that after these things to get to working, that the rate will jump up maybe twenty or thirty cents per hour."

D. P. SOMMER. "Will the Wage Committee back us up in case that does happen?"

B. F. HOGUE. "That could be handled easily because you wouldn't have to change the rate but just pay the additional money till the things are fixed."

J. A. Moritz. "The last time the Committee was up to my office, the 1,000 ft. per minute machines were not mentioned but the 1500 ft. per minute machines were mentioned. I told them I knew we would have a lot of trouble and I felt the men were entitled to something but the only way to find out how much, was to go back and check through the rates. I did that and it did show some very outstanding figures on the better wire drawers. I sent Harry Barney a letter on that and asked him for a recommendation. Then he comes back the other day at me and brought up what the men wanted and the request, to me, was unreasonable and I told them the only thing that I could do would be to write the Management and lay the problem before them and let them make the decision."

D. P. Sommer. "Our decision was that the request was unreasonable because that rates as one of the best jobs in the plant."

After discussion:

J. A. Moritz. "I went back 30 days for the average and I know the best wire drawers made $1.63 per hour."

B. F. Hogue. "Was that on the machines I mentioned?"

J. A. Moritz. "No, that was on the big machines."

After discussion:

J. A. Moritz. "Whatever is done, should be a fixed amount per day so that it will be fair to the good wire drawers as well as the poor wire drawers."

D. P. Sommer. "The only thing that is up today, as I understand it, is the 1000 ft. per minute machines. Is that right?"

B. F. Hogue. "Yes, that and also we have a complaint from the single block machines. Those fellows are wild in there. They received a rate for many years for drawing a certain kind of wire. Last summer, the rate was cut without any notice to anyone. The men didn't know it was cut until they got their paychecks. They took it up with their foreman and Henry Cordes told Harry Barney he didn't know why it was taken off."

J. A. Moritz. "He didn't tell Harry Barney that. He told him it was taken off while he was on his vacation, by Henry Tannhauser. The reason it was taken off was because Henry Tannhauser caught the thing. I don't

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know whether this is true or not but I understand that the truckers were influenced by the wire drawers to put it down as high carbon wire on the sheet. It is annealed high carbon wire, which is softer than some low carbon wire."

B. F. Hogue. "We went around the other night 4764 and some of it was harder than hell."

J. A. Moritz. "Al knows very well that you can't make nails out of too high carbon. We never attempted to make nails out of 20 high carbon. If that is true, how can we make nails out of it?"

After discussion:

J. A. Moritz. "That mistake was made two or three years ago. Now it seems to be coming to a point that if a company ever makes a mistake in favor of the men, they would never be able to correct it. In many cases, we have gone back the full length of time when he found a mistake in favor of the company. When Harry McMullen was on the committee, I wrote him a letter and told him we wouldn't go back and dock the fellows this time for this mistake that had been made."

B. F. Hogue. "Those men say that existed for many years. It was a condition and a price which was an established thing and all of a sudden the thing was stopped. Some blame the Union and some the company and some blame both. I want to tell you now, that you have a bunch of pretty bitter men who feel that they have been cheated in the way they were cut without authority. Your rate sheets are not complete out there and you have certain established practices. I told you over a year ago about that and you said you had no evidence that anything like that existed. Now, if those things are wrong, surely the correct proceedure was not to take it away from the men without saying anything about it."

After discussion:

B. F. Hogue. "It has never been established to the satisfaction of the men, that there was a mistake made on it. That is the whole thing, right there."

J. A. Moritz. "They claim they want high carbon rate. On high carbon, they have to make dead lay, they have to run tests, they have to run slower and they have to take samples and they have to hold to size. On this, it is nail

wire and they don't have to take samples, no dead lay, no short die life and no care at all. Why should they expect to get high carbon rate? As *it* see it, the men on the 1,000 ft. machines are entitled to something and it should go back to June, at least."

D. P. SOMMER. "Let's leave it that way, that John will work out a proposal on it."

B. F. HOGUE. "I have told them that until I am ashamed to go down there again."

J. A. MORITZ. "I say take it back to June 14th on the 1000 and 1500 ft. which is just what I told Harry Barney."

D. P. SOMMER. "It won't make any difference when it is put into effect if it dates back to June, as John says."

J. A. MORITZ. "Another thing on those jobs down there. The men bid for those jobs according to seniority. We could smooth out a lot of trouble if we could pick the better men for the jobs. Almost every week, we have a case where certain men will bid for jobs, providing that this guy does not bid or that guy does bid."

B. F. HOGUE. "We will have our meeting Monday afternoon. How long would it take you to get an idea on the amount they have coming?"

4765 J. A. MORITZ. "That is up to the Management."

D. P. SOMMER. "The Management will leave up to you, John, the amount these men should have from the time those flippers were changed. This other adjustment on annealed nail wire, I can't see anything in that. There is certainly enough difference between drawing this annealed high carbon wire and regular high carbon, to justify the present rate. If they say it wasn't taken off right, then it wasn't put on right. It was on by reason of a mistake."

B. F. HOGUE. "Everything out there should be covered by a rate which should be posted for all to see. If that had been the case here, this sort of thing could not happen."

J. A. MORITZ. "That is being worked up."

After discussion concerning the proper method of computing overtime payments:

B. F. Hogue. "Will you give me some information on that drawing room case the first of the week?"

J. A. Moritz. "Yes."

D. P. Sommer. "On that rate for the drawing of that annealed wire, if it is still a matter of complaint, maybe we should get with the Committee and go through the whole rate structure and set up rates for it. Surely, it is not fair to expect high carbon rate for drawing that annealed wire."

B. F. Hogue. "Maybe it would be better to take the Committee and get with John Moritz on it and try to straighten it out."

B. F. Hogue. "Now, we have a case from the Galvanizing Department. John Moritz knows about it. John Michaelson called Jim and said they had a complaint on Frame #3 where they are running a lot of heavy wire now, and they want a helper on that."

J. A. Moritz. "They had that up with us. They are not running enough tonnage to justify a helper, according to the 4½ ton agreement."

After discussion of the Nail Weigher case:

D. P. Sommer. "We have helped that condition in the past few days by patching the floors and we will help it more."

J. Mahannah. "Garnett Yocum reported that he had received a letter from John Moritz in regard to the installation of an overhead conveyer system, all of which sounded pretty good to Garnett, but he said the men remember that it took several years to get the exhaust fan in the whisker room and they would like some relief while they are waiting for the new mechanical equipment."

J. A. Moritz. "They are only running 3,000 tons now. Surely they can handle that tonnage when they were running 4,000 tons."

B. F. Hogue. "How would it be to put on a helper if they go over 3,000 tons?"

J. A. Moritz. "That is up to the Management."

J. A. Moritz left the meeting.

4766 B. F. Hogue. "Now, let us get back to the case of Lewis Wakefield of the Steel Plant Mechanical Department, blacksmith shop. You have had a lot of time to think that over, Al."

F. Liesch. "I think Louie deserves consideration there."

A. H. Sommer. "We intended to give him some consideration as soon as we had definite knowledge as to what the general increase was going to be. Now, it is a question of whether he should have one rate for nights and days or whether there should be two different rates. One for the second blacksmith and one for when he relieves the #1 blacksmith."

C. Butler. "Harry and Louie both do the same work on nights. Louie never works day turn unless Nat is sick. One rate would take care of that, I believe."

A. H. Sommer. "Would he be satisfied with $1.08 straight through now including the general increase that just went in?"

C. Butler. "I don't think so. That was brought up before the general raise come in."

A. H. Sommer. "When he talked it over with Walter Kronquist, evidently he agreed with Walter for five cents per hour."

F. Liesch. "He told me he asked for 5¢ and was turned down."

A. H. Sommer. "It was only turned down because we waited to see what the general increase would be."

D. P. Sommer. "I think the thing should be evened up. I think 10¢ difference is too much."

After discussion:

D. P. Sommer. "Maybe there should be a bracket system in the blacksmith shop. How many men are involved in there, counting Nat and Louie, all together?"

F. Liesch. "I think there are about five."

D. P. Sommer. "I think the answer to it is the establishment of a bracket system in there."

A. H. Sommer. "There have been several cases which were held up waiting to see what the general increase was going to be."

F. Liesch. "What sort of a request has Lewis Wakefield got there?"

A. H. Sommer. "It hasn't been settled yet, but I was figuring on holding out on behalf of the fellows for about two cents per hour on these cases, in addition to what has been granted. Maybe, first we should work out a bracket system before we can do anything."

B. F. Hogue. "As Cecil Butler says, that is what should be done. Why can't we figure out something that will be approved by all and then go ahead with it?"

After discussion:

D. P. Sommer. "First of all, I would like to see Al and Walter establish some sort of *a* equitable bracket system."

4767 C. Butler. "Yes, I think that is right because it will keep down a lot of dissatisfaction among the men because they will know what they are going to get."

A. H. Sommer. "I was going to try to get 2¢ per hour for the helpers in there."

C. Butler. "They should really have it because if they don't we are going to run into a lot of seniority trouble with the riggers making more money than the helpers, who are older."

Earl Lowman. "The thing that should be done is to work over the rate structure for the whole maintenance department at both the wire mill and the steel plant."

C. Butler. "When Willard Shipley was on the carpenter job, he got 91¢ per hour and when he went back on the crane, in 1937, I took his place and I am still getting 88¢. Walt says I should have been getting 10¢ more per hour on furnace repair and things like that."

Earl Lowman. "Bruce, don't you think we should get some consideration for all of the maintenance departments?"

D. P. Sommer. "We are willing to do some trading on that."

C. Butler. "Isn't there something in the way of a little promise made about giving a fair raise to all mechanics?"

D. P. Sommer. "That is what Al was talking about on the 2¢. The reason we recognize some justification there is that the production departments have stepped up. Our rates are still ahead of the industry. I haven't any bargaining point at all. I am authorized to go to two cents per hour. I have no other justification for it at all."

B. F. Hogue. "How about Cecil Butler's case here?"

D. P. Sommer. "That is an individual case. If it is a case where he steps into a certain job on certain days and the adjustments have not been in line, that is a sepa-

rate case. This other case I am talking about now, is a
effort to help our maintenance men offset, at least in part
the gains made in production by the production depart
ments. Not common labor but on semi-skilled and skille
men, I am authorized to give it to you if you ask for it.'

B. F. HOGUE. "All right, we will accept it. We hav
been asking for it for a long time."

EARL LOWMAN. "When does this go into effect?"

D. P. SOMMER. "Whenever we can agree on the fi
two cents.

F. LIESCH. "Al, are you figuring on including thos
men in the trinning shed?"

A. H. SOMMER. "I had them down here and I wa
wondering if the Wage Committee had them in mind."

B. F. HOGUE. "Right now, the biggest stumbling bloc
seems to be Wakefield and Nat Clifton. If you will se
what you can do on that, and let Cecil Butler know wha
you work out."

F. LIESCH. "The case in the Steel Plant Elec
4768 trical Department has been hanging fire for a lon
time."

D. P. SOMMER. "That will be 2¢ per hour."

WALTER MEISINGER. "I don't think I can satisfy any
body, if I go back with that."

D. P. SOMMER. "That is the same rate as the Wire Mil
Electricians."

W. MEISINGER. "We figured that the men at the Wir
Mill are getting more overtime than we are."

B. F. HOGUE. "We have had this thing many time
before. We told Dan of the skill of the men involved ou
there and of our honest belief that you are entitled to ever
cent you are asking for. At that time, Dan took the atti
tude that if he raised anybody out there, he would hav
to raise at the Wire Mill. Still, as I see it, that don't justif
saying 'No' to the request."

Walter Meisinger brought up a question about Hum
going out of the shop and a cheaper man being put on th
job. He said he had suggested this change so that it woul
be possible to make a saving there, which could make i
possible for the men to get more money at no extra cost t
the company.

W. Meisinger. "The helper came in all right but I neve
heard anything about the rate being changed."

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A. H. SOMMER. "I don't just follow you."

W. MEISINGER. "I suggested that it would be possible to move Hume out as my helper and give me a cheaper man who could do just as much good as Hume, as a helper."

A. H. SOMMER. "This whole thing has been sort of simmering along here and nothing has been done pending the general raise."

ALGIE BITNER. "You couldn't do anything for them on the bonus, could you?"

A. H. SOMMER. "This two cents, with the general raise, might give us a margin to work out something like that; but prior to this, what we had to work with would have made it too small."

After discussion of various points in connection with this case:

B. F. HOGUE. "On this two cents per hour for the maintenance group, that will include all men in the mechanical, electrical, etc., departments?"

D. P. SOMMER. "Not common labor and sweepers, etc., because theirs is the basic labor rate which must stay in line with the industry."

B. F. HOGUE. "In regard to the 10% deduction for war bond purchases, some of your wire drawers said they had more than the 10% taken out."

F. LIESCH. "The way it figures, they take out the week after for what you earned last week. That means they take 10% of last week's earnings out of this week's pay."

A. BITNER. "How would it be to get these three fellows up in Al's office and figure this thing out? Now, this two cents you are talking about. Will that include the millwrights and motor inspectors?"

4769 D. P. SOMMER. "No. Only men on hourly rate. The millwrights in the Open Hearth and the mills are on tonnage."

A. H. SOMMER. "I don't think the Gantry Cranemen should be included because they are on production work."

D. P. SOMMER. "It is for skilled and semi-skilled hourly maintenance men whose earnings are not affected in any way by production rates."

EARL LOWMAN. "Is the Machine Shop sweeper rated as a sweeper or not?"

D. P. SOMMER. "I think he is."

B. F. Hogue brought up the question of cranemen acting as relief heaters.

A. H. Sommer. "Would it satisfy the union if we would give each one of these fellows out of the crane lineup, two weeks and pay them for breaking in as heaters? That would answer the question of breaking in."

F. Liesch. "That won't be a solution to the case."

B. F. Hogue. "It is stirring up a big row. I am afraid if something isn't done, the men will take some action that will cause trouble."

After discussion of the problem involved. A. H. Sommer said that the Pit Cranemen would always get their relief time.

Walter Meisinger agreed to meet with A. H. Sommer at 9:00 A. M. Monday August 3rd, to try to come to an agreement regarding the Steel Plant Electrician's case.

W. Meisinger, L. Hasten and C. Butler left the meeting.

After discussion, it was agreed that the two cents per hour wage adjustment for maintenance men would go into effect as of August 9th.

Meeting adjourned.

(Signed) Earl Lowman, *Sec.-Treas,*
By J. Mahannah.

4770 *Intervenor's Exhibit 12*

Bartonville Bank

Bartonville, Illinois May 5 1937 No. 3

Pay to the order of Keystone Steel & Wire Co. $169.94

One hundred sixty-nine & 94/100ths Dollars

For Office Furniture & Fixtures

Independent Steel Workers Alliance
Earl Lowman

Audited

Intervenor's Exhibit 13

Bartonville Bank

Bartonville, Illinois May 5 1937 No. 4

Pay to the order of Keystone Steel & Wire Co. $15.00

Fifteen and no/100ths Dollars

For Office Rent

Independent Steel Workers Alliance
Earl Lowman

Audited

Intervenor's Exhibit 14

No. 30

INDEPENDENT STEEL WORKERS ALLIANCE
Bartonville, Ill.

June 9 1937

Pay to the order of Keystone Steel & Wire Co., $10.64
Ten and 64/100 Dollars

INDEPENDENT STEEL WORKERS ALLIANCE
By EARL LOWMAN
Sec. Treas.

To Bartonville Bank
Bartonville, Illinois

Audited

4771 *Intervenor's Exhibit 15*

DEBIT MEMORANDUM

PEORIA, ILL., *May 19, 1937.*

To INDEPENDENT STEEL WORKERS ALLIANCE:
In Account with Keystone Steel & Wire Co.
We debit your account as follows:

April 1937	385 sheets—16-lb. mimeograph	$ 0.39
	20 minutes labor on mimeograph	.25
	½ month telephone charge	.75
	2 M—membership cards Forms #969	9.25
		$10.64

4772–73 *Intervenor's Exhibit 16*

Steel plant

No.	Name	Department	First payment under check-off	Date dues stopped
Sal.	Harty Mahaney	Office	May 1937	March 1940
Sal.	George Meyers	Office	May 1937	Feb. 1941
Sal.	Lester Franks	Office	May 1937	Feb. 1941
2046	John Harrigan	Laboratory	May 1937	Dec. 1940
2653	Loran Gerard	Rod Dock	Nov. 1937	Feb. 1941
2664	Stephen Singer	Rod Dock	June 1937	Feb. 1943
2694	Ray Newberry	Rod Dock	May 1937	Feb. 1941
2641	Harmon Griffin	Rod Dock	May 1937	June 1944
2659	Ed. Behrends	Rod Dock	May 1937	Oct. 1941
2668	Everett Hymbaugh	Rod Dock	May 1937	Nov. 1937
			Oct. 1938	Feb. 1944
2756	Louis Wagenbach	S. P. Mech.	June 1937	Oct. 1941
2704	Klas Krus	S. P. Mech.	May 1937	June 1944
2729	Dave Abbey	S. P. Elect.	May 1937	Oct. 1941
2735	Lawrence Tyler	S. P. Mech.	Oct. 1937	Nov. 1941
2755	Harry H. Taylor	S. P. Mech.	June 1937	Oct. 1941
2114	Paul Fruehauf	Open Hearth	May 1937	Feb. 1941
2120	Ward English	Open Hearth	May 1937	Oct. 1941
2118	Harry Chilcot	Open Hearth	May 1937	Feb. 1941
2126	Roy Reaktenwalt	Open Hearth	June 1937	Oct. 1941
2122	Julius Doubet	Open Hearth	May 1937	Oct. 1941
2182	Roy Applegreen	S. P. Mech.	May 1937	Sept. 1943
2105	Stephen Conway	Open Hearth	May 1937	Oct. 1941
2262	Francisco Franco	Scrap	May 1937	Oct. 1941
2249	Fred Roger	Scrap	June 1937	Oct. 1941
			Jan. 1944	June 1944
2272	James Collins	Scrap	May 1937	Oct. 1941
2311	J. S. Tomlin	Bloom Mill	Sept. 1937	Oct. 1941
2304	R. Warren Brown	Bloom Mill	May 1937	Oct. 1941
2302	Alvin Hibbert	Bloom Mill	May 1937	June 1944
2329	Edw. Aldridge	Bloom Mill	May 1937	Oct. 1941
2316	Roemer Chaney	Bloom Mill	May 1937	Dec. 1942
2770	Grant Herman			
2324		Bloom Mill	May 1937	July 1942
2338	Paul Cantrall	Bloom Mill	May 1937	Aug. 1943
2326				
2343	Chas. Powell	Bloom Mill	June 1937	Oct. 1943
2308	Verne Mefford	Bloom Mill	May 1937	Oct. 1941
2332	Everett Reed	Bloom Mill	May 1937	Oct. 1941
2336	Thomas Parker	Bloom Mill	May 1937	Oct. 1941
2344	Jos. Flores	Bloom Mill	May 1937	Oct. 1941
2526	H. P. Mason	Rod Mill	June 1937	Oct. 1941
2528	John Flannery	Rod Mill	June 1937	Oct. 1941
2534	Homer Hasty	Rod Mill	May 1937	Oct. 1941
2536	Raymond Knight	Rod Mill	May 1937	Oct. 1941
2530	John Gall Sr.	Rod Mill	May 1937	Oct. 1941
2558	Henry Van Hoosier	Rod Mill	Feb. 1938	Oct. 1941
2550	Lloyd Brown	Rod Mill	May 1937	Oct. 1941
2519	Emil Lundberg	S. P. Mech.	Aug. 1937	Oct. 1941
2546	Lester Lofgren	Rod Mill	June 1937	Oct. 1941
2695	Louis Davis	Rod Dock	May 1937	June 1944
2014	Harry Abbott	Rod Dock	May 1937	March 1941
2633	John Gerber	Rod Dock	June 1937	June 1944
2642	Paul Siens	Rod Dock	June 1937	June 1944
G				
2660	Geo. Voll	Rod Dock	June 1937	June 1944
2722				
2851	Howard Hobson	Powerhouse	May 1937	Feb. 1941
2525				
2852	Kenneth Turner	Powerhouse	Jan. 1939	Feb. 1941
2555				
2850	Herbert Van Hoosier	Powerhouse	June 1937	Feb. 1941
2936	Everett Allen	Open Hearth	June 1937	Sept. 1939
2914	Joe Herman	S. P. Yard	June 1937	Oct. 1941
2902	Bruce Birkett	S. P. Yard	June 1937	Oct. 1941
2719	John Houk	S. P. Yard	May 1937	Dec. 1937
			Oct. 1938	Feb. 1941
2982	James Thomas	S. P. Yard		
3121			Sept. 1937	March 1943
2125	Carl Reaktenwalt	Open Hearth	Aug. 1937	June 1944
2744	Nathaniel Clifton	S. P. Mech.	May 1937	Dec. 1942
2244	Hubert Backer	Scrap	May 1937	Oct. 1941
2510	Norman Welsh	Rod Mill	Aug. 1937	Oct. 1941

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4774–75 *Intervenor's Exhibit 17*

Wire mill

No.	Name	Department	First payment under check-off	Date dues stopped
165	Herbert Moore	Drawing	May 1937	March 1943
500	Frederick Kiesow	Galv.	May 1937	Nov. 1937
			Oct. 1939	Oct. 1942
234	Donald Willey	Drawing	Sept. 1937	Nov. 1940
246	Frank Kyle	Drawing	June 1937	Nov. 1937
			Feb. 1939	Sept. 1941
85	Bernard Herbig	Draw	June 1937	Nov. 1937
			Feb. 1939	Aug. 1942
90/85	Jose White	Draw	July 1937	April 1943
533	Earl Knott	Testing	May 1937	June 1943
566	Melvin Tester	Testing	June 1937	Nov. 1940
118				
45	Edgar Henry	Die Room	May 1937	Oct. 1941
29	Raymond Leckhart	Clean	May 1937	April 1943
377	Henry Lobrent	Patenting	Nov. 1942	Nov. 1942
1079	Clyde Chitwood	Hot House	June 1937	June 1944
55	Lyle Hoffman	Reclaiming	May 1937	June 1944
429	Dean Byrne	Galv.	May 1937	Sept. 1943
499	Edward Yocum	Galv.	Aug. 1938	Sept. 1941
628	Iris Randolph	Nail	June 1937	June 1944
950	Zale Ronketta	Fabric	June 1937	Feb. 1943
562	Hessler Gentry	Testing	May 1937	March 1941
1425	Eignar Olson	Bundle	May 1937	June 1944
1604	Fred Halstead	Millwright	May 1937	July 1943
1606	Hank Nanninga	Millwright	May 1937	June 1944
1610	Fred Schreiber	Millwright	June 1937	June 1944
1521	Welburn Drummond	Machine Shop	May 1937	Aug. 1943
1582	Ed. Schmidt	Welding	June 1937	Oct. 1943
1586	T. J. Cowser	Welding	May 1937	June 1944
1588	Howard Farris	Welding	May 1937	June 1944
1485	Rudolph Strope	Pipe Shop	March 1938	April 1944
1483	Otis Wren	Pipe Shop	March 1938	June 1944
1791	Kearney Jones			
856		Netting	May 1937	Oct. 1943
784	Louis Duttarer	Fence	May 1937	Feb. 1941
1103	Joshua Travis	Barbwire	June 1937	Feb. 1941
1139	Fred Schultz	Barbwire	May 1937	June 1944
1131	Wm. Girdzus	Barbwire	May 1937	June 1944
560	Virgil Watts	Testing	June 1937	June 1942
557				
577	Harold Fales	Testing	May 1937	May 1942
1699	James Mahannah	Electrical	May 1937	June 1944
1780	Ralph McCabe	W. M. Yard	May 1937	Aug. 1942
160	Edw. Birgam	Draw	May 1937	Feb. 1941
	Salary Herman Griffiths	Office	June 1940	July 1940
			July 1943	June 1944
930				
902	Alva Jenks	Fabric	May 1937	June 1944
1128	Arthur Joy	Barbwire	May 1937	Feb. 1941
	Salary Roger Kachel	Office	May 1937	July 1938
			March 1939	March 1939
1607	James McBride	Millwright	May 1937	June 1944
922	Leonard Nelson	Fabric	May 1937	June 1944
865				
1402				
1403	George Snyder	Bundle	June 1937	June 1944
515	Hugo Williamson	Galv.	Oct. 1941	June 1944
159	Gordon Yaden	Draw	June 1937	Oct. 1942
556	Ed. Crombar	Testing	May 1937	June 1944
3117				
1784				
601	Dewey Chitwood	Police Capt.	May 1937	Oct. 1939
			Jan. 1941	May 1942

4776 *Intervenor's Exhibit 18*

MAY 6, 1943.

NATIONAL LABOR RELATIONS BOARD,
Thirteenth Region,
Midland Building,
Chicago, Illinois.

In re: Keystone Steel & Wire Company
Case XIII-C-2069

Attention: Mr. Martin H. Schneid, Field Examiner.

GENTLEMEN: In conference with your Mr. Schneid, on last Tuesday, he asked that the Independent Steel Workers' Alliance inform him at once as to their attitude on an election to be held in the near future among the Keystone Steel & Wire Company employees for the purpose of determining who would represent the employees as their Bargaining Agent.

Mr. Hogue, President of the Independent Steel Workers' Alliance, after conference with the proper committees of the above organization, authorized me to inform you that they are entirely agreeable to and consent to an election being held among the employees of the Keystone Steel & Wire Company. They further ask that the election be held in the near future so that this matter can be promptly decided and determined.

Very truly yours,

CHAMPION, GASKINS & LEE,
By E. V. CHAMPION.

EVC-M.

4777 [Caption omitted.]

4778 In the United States Circuit Court of Appeals
for the Seventh Circuit

No. 8887

October Term, 1945, January Session, 1946

KEYSTONE STEEL & WIRE COMPANY, A Corporation, and INDEPENDENT STEEL WORKERS ALLIANCE, PETITIONERS

vs.

NATIONAL LABOR RLATIONS BOARD and UNITED FARM EQUIPMENT & METAL WORKERS OF AMERICA, C. I. O., RESPONDENTS

Opinion

Filed April 2, 1946

ON PETITION FOR ENFORCEMENT OF AN ORDER OF THE NATIONAL LABOR RELATIONS BOARD

Before EVANS, SPARKS and KERNER, *Circuit Judges.*

SPARKS, *Circuit Judge.* By this petition plaintiffs seek to review and, in part, set aside an order of the National Labor Relations Board of June 22, 1945. The Board petitions for its enforcement. The parties will be referred to as Keystone, Alliance, the Board, and the C. I. O. Union.

The complaint which resulted in the order was filed on April 8, 1944. It was based upon charges filed by the C. I. O. Union on February 15, 1943, that Keystone was guilty of unfair labor practices under Section 8 (1) and (2) of the National Labor Relations Act, referred to as the Act, in that it had dominated and interfered with the formation and administration of Alliance, an independent Union, all of whose members were in the employment of Keystone. On July 13, 1943, the charges were
4779 amended by also alleging Keystone's violation of Section 8 (3) of the Act, by discharging seven of its employees because they were members of the C. I. O. Union. On July 14, 1943, the charges were again amended by adding the name of another employee, who, as alleged, was discharged because of his membership in the C. I. O. Union, in violation of Section 8 (3) of the Act. On April 8, 1944, the charges were again amended by further alleging that in September 1933, Keystone formed, instigated and thereafter supported, financed and interfered with the administration of the Keystone Employees Association,

an independent labor organization, referred to as K. E.A.; that in 1937, Keystone instigated and formed the Independent Steel Workers' Alliance as successor to K. E. A., and since that date has dominated and interfered with the administration of Alliance, and illegally recognized and dealt with it as the exclusive bargaining agency of all Keystone employees, and encouraged membership in it; and that on or about June, 1942, and thereafter, Keystone interfered with, restrained and coerced its employees in the exercise of their rights to join and assist the C. I. O. Union.

On April 12, 1944, Alliance, by permission of the Board, intervened and filed its answer to the complaint. On June 7, 1944, the charges were again amended by further alleging that in December 1940, Keystone violated Section 7 of the Act by promulgating a rule prohibiting all forms of solicitation for labor organizations upon the Keystone's property, which rule was used by Keystone to protect Alliance and to impede the C. I. O. Union in its organization campaign.

The complaint was amended to consist with the charges and its amendments, and petitioners denied the material allegations of the complaint. At the conclusion of the Board's evidence, Keystone and Alliance each moved to dismiss the complaint, which motions were denied. At the conclusion of all the evidence, like motions were made by the same parties and denied. The Board filed its intermediate report in which it made special findings of facts, and in substance recommended that Keystone should:

1. Cease and desist from:

(a) Contributing support to, or dominating or interfering with the formation or administration of Alliance, or any other labor organization of its employees.

4780 (b) Giving effect to any and all contracts with Alliance.

(c) In any other manner interfering with any of its employees in the exercise of their rights to self organization, to form labor organizations, to join or assist the C. I. O. Union, or any other labor organization, to bargain collectively through representatives of their own choosing, and to engage in concerted activities for the purpose of

collective bargaining or other mutual aid or protection as guaranteed in section 7 of the Act.

2. (a) Withdraw all recognition from Alliance, as representative of any of its employees for the purpose of dealing with Keystone concerning grievances, labor disputes, wages, rates of pay, hours of employment, or other conditions of employment, and completely disestablish Alliance as such representative.

(b) Rescind immediately the rule against solicitation on employees' own time.

(c) and (d) Give the usual notices required by the Act.

The Board further recommended that the complaint be dismissed as to the eight employees alleged to have been discharged by Keystone because they were members of the C. I. O. Union.

The recommendations follow the findings rather closely. However, the legal questions presented to us, for the most part, are whether certain findings are supported by substantial evidence.

The dominant question before us is whether there is substantial evidence to support the Board's finding that Keystone dominated and interfered with the formation and administration of Alliance. Under respondent's theory, an answer to this question involves historical facts relating to K. E. A., which was organized in September, 1933. From about that date until the early part of April, 1937, K. E. A. was the bargaining agent of its members with Keystone.

The Act here involved, which provided for bargaining agents, became effective July 5, 1935, and was first declared constitutional by our Supreme Court, April 12, 1937. *Labor Board* v. *Jones and Laughlin*, 301 U. S. 1.

4781 The Board found that in the fall of 1933, W. C. Buchanan, then an officer of Keystone, who has not been connected with this management since April 1935, urged its employees to form a union of their own, because they could get along with the company better than if they had an outside organization in the plant. At that time no other labor union had sought or was seeking applications for membership in any labor union. Thereupon the employees organized K. E. A. Their plan of organization was submitted to and approved by Keystone, and a mem-

bership campaign was conducted in the plant during working hours. Certain joint committees were appointed on which were representatives of both labor and company management, the latter appointing its own members thereon. K. E. A. required no dues or initiation fees, and it functioned through departmental representatives elected by the employees of the various departments, who in turn selected their own officers and arranged their own procedure, among other things, for collective bargaining. Keystone contributed financial support to and furnished a meeting place and office equipment for K. E. A., and outfitted a baseball team and furnished materials for a ball field and grandstand on Keystone's property. For a year or two the team charged admission to its home games and had confectionery concessions at the ball park, and K. E. A. was permitted to raise funds during working hours by selling tickets for dances and other events. From these sources K. E. A. had in its treasury in April, 1937, the sum of $228.53, in which Keystone had no interest or control.

None of these activities were unlawful prior to July 5, 1935, when the National Labor Relations Act became effective. However, subsequent acts of that nature were unlawful and prohibited by that Act. Prior to the Act, Keystone was under entirely different management and was represented by different counsel. The Board found that within a few days after the Supreme Court had upheld the Act on April 12, 1937, Mr. Sommer, Keystone's vice-president and general manager, had a meeting with the officers of K. E. A. and informed them that the Company would no longer bargain with or recognize K. E. A. as the bargaining agent of its employees because, as it existed, it violated the Act. (This finding was based on oral testimony as to the date occurring eight years before, notwithstanding there was in evidence the 48th Annual Report of
4782 Keystone for the fiscal year ending June 30, 1937, including a letter from its president to its stockholders in which it was stated: "In March 1937 • • • K. E. A. was disbanded and employees organized their own independent union. The Independent Steel Workers Alliance.") At this meeting no one discussed or suggested a new labor organization. Within a few days after this meet-

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ing the officers of K. E. A. reported at a meeting of its General Committee the result of their meeting with Mr. Sommer. At this meeting the General Committee, which was the governing committee of K. E. A., with representatives from each department in the plant, voted to dissolve K. E. A., and its former officers were instructed then and there to notify the company of such dissolution. At this meeting there was some discussion of a new organization but no action was taken. When this meeting adjourned no one present was charged with any duty or was selected to do anything on behalf of any new organization of employees. This record does not disclose any action by any former committee or officer of K. E. A., subsequent to such dissolution meeting. On the following day Mr. Sommer was told of such dissolution at which time some cabinets and equipment, owned by the company and used by K. E. A., were turned back to the company together with the key to a small room used by K. E. A. as an office. The record discloses that the representative of each department on the General Committee was requested to notify each member of K. E. A. in his department of such dissolution and the reason therefor, and these facts were openly discussed among the employees throughout the plant in the various departments.

About two weeks after this dissolution meeting there was a meeting of the company employees held at Heitzman Hall, in Bartonville, to discuss the question of an organization of employees. This hall was not owned or controlled by Keystone. In the interim there was no organization of employees of the company, and grievances were arising among the employees. At this meeting plans were made for another meeting in a few days, and word to that effect was passed around among the employees in each department. This second meeting was held on April 16, 1937, at Heitzman Hall, and it was there decided by the attending employees to have an independent employees organization; a committee was appointed to prepare a constitution and by-laws; and the meeting adjourned until April 21,
1937. At that meeting minutes were kept, and a
4783 constitution and a portion of the by-laws, as prepared by the committee, were read and approved under the name, Independent Steel Worke s Alliance, and

they were in no respect in conflict with the Act. Applications for membership were read and approved; temporary officers were authorized to rent a hall, to purchase furniture and to install a telephone. On April 27, 1937, the new organization met and completed the details of its organization. No representative of the company was ever present at any of these organization meetings of Alliance.

On April 22, 1937, Alliance wrote a letter to the company stating that it had as its members a majority of the employees of the company; asked for a meeting with the management on April 28, 1937; and demanded recognition as the sole bargaining agent for Keystone's employees. Representatives of the Alliance met with the management on the last-named date and demanded and received recognition as the exclusive bargaining agency. At that time the representatives had with them and submitted to Keystone, 970 signed application cards of members of the Alliance out of a total of 1400 employees who were then eligible to membership in Alliance. Since that time and continuously to the present, Alliance has acted as bargaining agent for Keystone. Up to that time there was no competing labor organization at Keystone, and there never was until C. I. O. appeared in June, 1942, more than five years thereafter.

On May 17, 1937, a general election was held by Alliance, at which meeting permanent officers and departmental committeemen were elected in an open competitive election participated in by approximately 750 members of Alliance. There were three candidates for president, four for vice-president and three for secretary-treasurer. All received a substantial vote. There were in excess of three candidates for departmental committeemen in each department. As a result, most of the officers and some of the committeemen elected were former officers and committeemen of K. E. A., yet they were all elected in an open and competitive election. Annual elections have been held since that time at which officers and departmental committeemen have been elected by the membership of Alliance.

Up to 1942, the Company and Alliance held numerous bargaining conferences and reached agreement as to terms and conditions of employment. Although
4784 Alliance had repeatedly requested that these agreements be incorporated in a signed written contract,

Keystone declined to accede to this request for the stated reason that no other "little steel" company had signed such contracts with a labor organization. However, in December, 1940, Keystone issued a written "Statement of Labor Relations Policy" covering matters usually embodied in a collective bargaining agreement including recognition of Alliance as the exclusive bargaining agent of its employees. It is fair to say, however, that the Act did not specifically state that such bargaining agreement should be in writing. Courts at that time were not in agreement as to whether they should be, and it was not until January 6, 1941, that the Supreme Court construed the Act to mean, by implication, that such contracts should be in writing. *Heinz Co.* v. *N. L. R. B.*, 311 U. S. 514. Upon renewal of the contract it was in writing and signed by the parties, and it has been ever since.

Upon these facts the Board found that, "the Alliance exists as a continuation of, and the successor to, the K. E. A. and thereby inherited the K. E. A.'s taint of illegality. It is clear that the Alliance grew out of the K. E. A. without any line of fracture or break in continuity." Of course, in point of time and position, Alliance did succeed K. E. A. However, neither Congress nor our courts have ever subscribed to the doctrine that any American citizen can inherit a "taint of illegality." In legal parlance, wherever there is an inheritance there has been a death, and there may be deaths without inheritance, and there may be inheritances which are not accepted. Petitioners concede the death of Alliance by disestablishment, but they deny that there was any inheritance or anything to inherit. Whatever Alliance may have appropriated from the constitution, by-laws and practices of K. E. A., they are not in any manner violative of the Act. True, Alliance received the baseball fund amounting to $228, but this was done at the request of the ball players.

Petitioners concede that certain findings concerning the formation and administration of K. E. A. are supported by substantial evidence. For instance, the Board found that Keystone's official suggested its formation; K. E. A. conducted a membership campaign in the plant during working hours; the plan of organization was submitted to Keystone and approved by it; it served on certain joint

committees with labor representatives; it contrib-
4785 uted financial support to K. E. A., by furnishing its meeting place and equipment; and outfitted a ball team and its place to play. Petitioners also concede that these facts made K. E. A. an illegal labor organization for collective bargaining purposes, and the uncontradicted evidence discloses that this fact was the sole motive for its dissolution. The sole motive for the organization of Alliance was the absence of an employees organization and the obvious need for one.

It is not here directly contended by respondents that the former members of K. E. A., after its demise, could not in some manner thereafter form a labor union qualified to serve as bargaining agent in compliance with the requirements of the new Act, notwithstanding the past deeds of its predecessor. However, their contention here is based substantially on the past deeds of K. E. A. Certainly, the Act does not preclude even the old organization, if still existent, from serving as bargaining agent, if selected and if, in good faith it has substantially complied with the Act. If this be not true it would be most difficult, if not impossible, for any such organization to qualify under the Act. We are convinced that the statute requires us to protect the rights of the Independent Union, as well as of those nationally organized. See *Labor Board* v. *Mathieson Alkali Works*, 114 F. 2d 796. We think it cannot be said under this evidence, that Alliance is the successor of K. E. A. in any material and substantial respect. We are unable to conceive what more the members of the Alliance could have done to bring it within the Act, and their conduct since its organization has been both laudable and legal, with perhaps one minor exception, with relation to a rule, which we shall later discuss.

Similarity of constitutions is urged as proof that Alliance is the alter ego of K. E. A. We suppose all written constitutions have some points of similarity, but where, as here, the offending features of the K. E. A. constitution are not present in that of Alliance, they can not be said to be materially similar.

Aside from the alleged heirship of Alliance to K. E. A. and the alleged but not proved similarity of the constitutions, the Board found that the formation of Alliance

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almost immediately followed the dissolution of K. E. A. That this is not evidence of heirship, nor is the fact that some officers of the old union were re-elected by the
4786 members of the new, is supported by *Foote Bros. Gear and Machine Corp.* v. *Labor Board,* 114 F. 2d 611.

The Board further found that at the same time the members of K. E. A. decided to abandon it, they also decided to establish Alliance, another unaffiliated union. This, of course, is a violation of no statute. *E. I. du Pont de Nemours & Co.* v. *N. L. R. B.,* 116 F. 2d 388, cert. den. 313 U. S. 571; *De Bardeleben* v. *N. L. R. B.,* 135 F. 2d 13. Nor does it tend to prove that the members of Alliance would continue to operate under the old constitution of K. E. A. rather than its own, which contained none of the objectionable features of the former.

It is contended by respondents that Keystone did not notify each of its employees that K. E. A. was disestablished. The evidence discloses that this fact was reported to K. E. A.'s General Committee, which was its governing committee, at which meeting representatives of each department were present, and were there requested respectively to notify each member of K. E. A. in their departments of such disestablishment, and it was openly discussed by the employees throughout the plant. The president of the C. I. O. Local Union testified that such disestablishment was generally known among all the employees within thirty to forty-five days after it occurred, and that it was a matter of general conversation at the time the whole thing was done. Confirmatory of such notice, application cards for membership in Alliance were signed and delivered to Keystone by 970 out of approximately 1400 employees of Keystone.

We think such notice was sufficient under the statute. *Foote Bros. Gear and Machine Corp.* v. *N. L. R. B.,* 114 F. 2d 611; *N. L. R. B.* v. *Duncan Foundry and Machine Works, Inc.,* 142 F. 2d 594; *E. I. du Pont de Nemours & Co.* v. *N. L. R. B., supra.*

We find in this record no evidence whatever to support the Board's charges that Keystone suggested, encouraged or in any manner assisted in the organization or maintenance of Alliance; or that it dominated, aided, or in any

manner interfered with its administration; or that it urged or warned any of its employees to join or assist Alliance. Furthermore there is a complete absence of evidence to support the charge that Keystone urged, threatened, warned or coerced any of its employees to refrain from joining or remaining members of the
4787 C. I. O. Union; and as to the charge that Keystone had demoted and discharged eight employees for being members of C. I. O. Union, the Board found this to be untrue.

It is undisputed that all employees, regardless of union membership, were treated precisely the same with respect to employment, preferment and seniority rights.

The fact that the former officers of K. E. A. took the leading part in the formation of Alliance and eventually became its officers is of no importance in determining the question of domination. *E. I. du Pont de Nemours & Co.* v. *N. L. R. B., supra; Foote Bros. Gear & Machine Corp.* v. *N. L. R. B., supra.*

The further fact that Alliance was quickly formed and promptly recognized by Keystone is not an unfair labor practice, and if Alliance represented a majority of the employees, as it did, it was the duty of Keystone to recognize it.

The Board's findings and order stress certain acts alleged by it to have been discriminatory on the part of Keystone to Alliance and adverse to the C. I. O. Union. The first instance is that the general superintendent of Keystone stated that he expected to procure the names of certain employees who had attended a meeting of the C. I. O. Union. The evidence does not disclose that he ever procured those names or if he did that he ever did anything about it. This court has decided that mere curiosity is not an unfair labor practice. *Foote Bros. Gear & Machine Corp.* v. *N. L. R. B., supra.* The next instance is that subsequently the man to whom the superintendent made such a remark was found to be a member of the C. I. O. Union. Thereupon Alliance, without suggestion or assistance from the management, expelled him from Alliance. This was a proper procedure and no discrimination was made by the company against him.

nor was his job in any way affected thereby, since Keystone was not a closed shop.

The respondents lay considerable stress upon what is term the "no-solicitation rule" promulgated by Keystone in 1940. This rule permitted no form of solicitation on Keystone's premises. It is agreed that under the more recent decisions, this rule was invalid in so far as it prevented union solicitation during non-working hours. The rule applied to all employees regardless of their membership. The evidence discloses about six instances where letters were written by Keystone reprimanding
4788 particular employees for their solicitation activities during working hours. No action was taken by the company unless complaint was made. The only complaint made by any C. I. O. member concerning solicitation by Alliance was made by witnesses Hout, White and Huber concerning solicitation during working hours made by a Mr. Hogue who was president of Alliance. He was reprimanded by the superintendent, and told to cease such activities. The evidence further discloses that the superintendent never failed or refused to reprimand any employee regardless of his union affiliations when complaint was made to him about such activities. Foreman Cordes testified that he never received any such complaint from the employees belonging to C. I. O., but that he had a lot of conversation with men regarding solicitation and told each of them that it was contrary to the rules and not permissible. The record discloses that the rule was enforced only upon complaint, against everyone regardless of his union membership. Furthermore, the president of the local C. I. O. admitted soliciting for C. I. O. on company property during working hours, and he further testified that Keystone had never discriminated against him.

Another such instance was when Alliance had placed in the shop a ballot box for the purpose of voting on some questions of working conditions during working hours. A foreman thereupon told an Alliance member in charge that he must remove the box and not take any vote during working hours. A superintendent testified that he had been criticized by both sides for enforcing the no-solicitation rule. It is worthy of note that of all instances here

stressed wherein an employee was reprimanded for violation of this rule, each was for solicitation during working hours.

Another instance was, as found by the Board that employee Kelly was actually discharged for the alleged violation of the no-solicitation rule. The record does not support this finding. Kelly was discharged for manhandling an employee and was laid off on December 24, but returned to his work on December 26, after the foreman, who heard the evidence, decided that it was not sufficient to justify a discharge. Kelly was promoted by Keystone on January 1, and his seniority rights were in no way affected. He worked for the company another year and had another advancement.

4789 Several isolated instances of alleged anti-union remarks by some of the supervisory employees of Keystone, who had no power to either "hire or fire," are emphasized in the findings as constituting an anti-union policy on the part of Keystone. It is apparent that most of them were not used in an anti-union sense, and if they were, they are not sufficient, as a matter of law, to constitute a substantial evidentiary basis which would support a finding that such a policy existed on the part of Keystone. *E. I. du Pont de Nemours and Co.* v. *N. L. R. B., supra; Martel Mills Corp.* v. *N. L. R. B.*, 114 F. 2d 624; *N. L. R. B.* v. *Mathieson Alkali Works, Inc.*, 114 F. 2d 796.

Furthermore, at the hearing, 218 employees of Keystone testified: (1) That Keystone never did anything or failed to do anything to influence them to join or not to join any union; (2) that they had always felt and still felt free to join or not to join any union they saw fit without fear that Keystone would in any way discriminate against them; (3) and that Keystone never at any time dominated or interfered with the affairs of Alliance. They offered to testify that Alliance was the bargaining agent of their choice, which offer was refused by the examiner. Keystone also offered to produce 919 additional employees, constituting the balance of the membership of Alliance, to testify to the same effect, which offer was refused by the examiner, because such evidence was cumulative. However, he stated that he would assume that the

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additional witnesses would testify to the same effect as those actually heard, whereupon a formal offer of proof of such testimony of the 919 additional employees was made, and a list of the names of such witnesses was tendered, and the offer was refused.

The Board's order recites that the Board considered all of this evidence, and the following quotation from its decision and order discloses the manner in which they considered it:

"• • • We have considered this evidence and find that it does not overcome the more positive testimony in the record that the Alliance is the successor to the K. E. A., that the respondent rendered unlawful support and assistance to the Alliance, and that the respondent's conduct with respect to both organizations removed from the employees' selection of the Alliance the complete freedom of choice which the Act contemplates.
4790 Moreover, such testimony by employees concerning the effect, or lack of effect, of the respondent's acts on them, aside from being generally unreliable because of the very nature of the circumstances involved, is not probative of whether the respondent has actually engaged in the illegal conduct found above and upon which our unfair labor practice findings herein are predicated. • • •"

From this order it is clear that the Board predicated its finding largely, if not exclusively, upon the past conduct of K. E. A. True, it is also recited therein that it relied upon the fact that Keystone rendered unlawful support and assistance to Alliance, but this record discloses nothing in the way of support and assistance that Keystone ever gave to Alliance. Keystone's alleged conduct with respect to both organizations formed the basis of the order. The order further states:

"• • • That the Alliance may have achieved some measure of success during its protracted bargaining relationship with the respondent cannot, and does not, cleanse the Alliance of its *illegal taint*. Moreover, it cannot be said that greater benefits might not have been secured if the freedom of choice of a bargaining agent had not been interfered with. In any event, the effect of the respondent's unlawful conduct with respect to the

Alliance and its predecessor, the K. E. A., have not been dissipated. Upon the entire record, we are convinced and find that the Alliance is incapable of functioning as a true bargaining representative of the respondent's employees and continues to operate as a bar to the freedom of self-organization." (Our italics.)

From this it seems clear to us that the only manner in which the Board considered the testimony of 1137 witnesses out of the 1371 employees was, as the Board stated, as "generally unreliable" testimony.

Whether, as suggested by the findings, greater benefits might have been secured to the members of Alliance, had they chosen C. I. O. as their bargaining agent, is a matter with which courts can not be concerned. That is to be determined solely by the membership, and if the agent so selected is legally qualified and willing to serve, the courts are bound to approve the selection.

4791 Alliance has at all times paid its own expenses, has paid Keystone the cost of deducting union dues from paychecks, has rented its own hall and held meetings away from Keystone's premises, and has dropped from its membership every person who became a supervisor. It has secured a profit-sharing plan with Keystone, liberal vacations, and a wage scale 16¢ an hour higher than the average scale in the steel plants of this country prior to 1946. During the period from 1937 to 1942, its representation was eminently satisfactory to the employees, and about eighty per cent of them maintained their membership therein.

We are convinced that the findings are not supported by substantial evidence except wherein the Board finds that Keystone is not guilty of illegally discharging the eight members of the C. I. O. Union. The order is therefore vacated, except as it relates to the alleged discriminatory discharge of eight employees, under Sec. 8 (3) of the Act, and the Board's request for enforcement is denied.

Dissenting opinion

KERNER, *Circuit Judge,* dissenting. The question is whether the Board was justified in its conclusions that Keystone's conduct toward the Keystone Employees Association and its successor, the Alliance, amounted to

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terference with Keystone's employees in the exercise of
eir rights guaranteed in § 7 of the Act, 29 U. S. C. A.
157, and that Keystone interfered with the formation of
nited Farm Equipment & Metal Workers of America.

The law is now well established that it is for the Board
determine the credibility of witnesses, the weight of
e evidence and the inferences to be drawn therefrom,
nd, from all the evidence, to decide whether Keystone
ngaged in unfair labor practices within the meaning of
8 (1) and (2) of the Act, 29 U. S. C. A. § 158 (1), (2).

With these principles in mind, I have studied the record
nd am satisfied that the findings of the Board are sus-
ined by substantial evidence. I see no necessity for any
tensive discussion of the evidence, since the evidence
on which the Board relied is set forth in its decision
nd order, 62 N. L. R. B. 683. From this evidence, the cir-
mstances and inferences reasonably flowing therefrom,
nd more that might be set forth—taken as a whole, it is
ear that the Board reasonably could have found that
eystone in violation of § 8 (2) of the Act dominated and
interfered with the administration of, and con-
92 tributed support to, the Keystone Employees
Association and dominated and interfered with the
rmation and administration of, and contributed support
, its successor, the Alliance, and by the extension of a
le prohibiting union solicitation during the employees'
n-working time at the plant, interfered with, restrained
nd coerced its employees in the exercise of the rights
uaranteed them in § 7 of the Act, in violation of § 8 (1)
the Act. *National Labor Relations Board* v. *Link-Belt*
., 311 U. S. 584; *National Labor Relations Board* v.
outhern Bell Telephone & Telegraph Co., 319 U. S. 50,
; *National Labor Relations Board* v. *Rath Packing Co.*,
5 F. 2d 217, 219; *Western Electric Co., Inc.*, v. *National*
abor Relations Board, 147 F. 2d 519, 524; *Texas Co.* v.
ational Labor Relations Board, 119 F. 2d 23; *National*
abor Relations Board v. *Duncan Foundry & Machine*
orks, Inc., 142 F. 2d 594, 596; *National Labor Relations*
oard v. *J. Greenebaum Tanning Co.*, 110 F. 2d 984, 986;
ational Labor Relations Board v. *General Motors Corp.*,
6 F. 2d 306; *Western Cartridge Co.* v. *National Labor*
elations Board, 134 F. 2d 240, 244; *National Labor Re-*

lations Board v. *Newport News Shipbuilding & Dry Dock Co.*, 308 U. S. 241, 250; *National Labor Relations Board* v. *Falk Corp.*, 308 U. S. 453, 461; *National Labor Relations Board* v. *Rath Packing Co.*, 123 F. 2d 684; *National Relations Board* v. *Eclipse Moulded Products Co.*, 126 F. 2d 576, 580; and *Republic Aviation Corp.* v. *National Labor Relations Board*, 324 U. S. 793.

Consequently, I would enforce the order of the Board.

4793 In United States Circuit Court of Appeals for the Seventh Circuit

Before: Hon. EVAN A. EVANS, Circuit Judge; Hon. WILLIAM M. SPARKS, Circuit Judge; Hon. OTTO KERNER, Circuit Judge.

KEYSTONE STEEL & WIRE COMPANY, A Corporation, and INDEPENDENT STEEL WORKERS ALLIANCE, PETITIONERS

vs.

NATIONAL LABOR RELATIONS BOARD and UNITED FARM EQUIPMENT & METAL WORKERS OF AMERICA, C. I. O., RESPONDENTS

Judgment

April 2, 1946

ON PETITION FOR ENFORCEMENT OF AN ORDER OF THE NATIONAL LABOR RELATIONS BOARD

This cause came on to be heard on the transcript of the record from the National Labor Relations Board, and was argued by Counsel.

On consideration whereof, it is ordered by this Court that the order of the National Labor Relations Board, entered in this cause on June 22, 1945, be, and the same is hereby, vacated, except as it relates to the alleged descriminatory discharge of eight employees, under Sec. 8(3) of the Act, and the Board's request for enforcement is denied.

4794 In the United States Circuit Court of Appeals for the Seventh Circuit

[Title omitted.]

Order denying petition for rehearing

June 27, 1946

It is ordered by the Court that the petition for a rehearing of this cause be, and the same is hereby, denied.

4795 Clerk's Certificate to foregoing paper omitted in printing.]

4796 [Clerk's Certificate to foregoing transcript omitted in printing.]

4796-A Supreme Court of the United States
No. 544, October Term, 1946

Order allowing certiorari

Filed November 12, 1946.

The petition herein for a writ of certiorari to the United States Circuit Court of Appeals for the Seventh Circuit is granted, and the case is transferred to the summary docket.

And it is further ordered that the duly certified copy of the transcript of the proceedings below which accompanied the petition shall be treated as though filed in response to such writ.

4797 In the Supreme Court of the United States

Stipulation as to record

Filed March 19, 1947

It is hereby stipulated and agreed by and between the attorneys for the respective parties hereto, that the printed record herein shall consist of the following:

1. Original charge filed by C.I.O., Board's Exhibit 1–C.
2. First amended charge filed by C.I.O., Board's Exhibit 1–D.
3. Second amended charge filed by C.I.O., Board's Exhibit 1–E.
4. Third amended charge filed by C.I.O., Board's Exhibit 1–B.
5. Fourth amended charge filed by C.I.O., Board's Exhibit 1–N.

6. Complaint by Regional Director, National Labor Relations Board, Board's Exhibit 1.

7. Amendment to Complaint, Board's Exhibit 1–F.

8. Amended Answer of Keystone Steel & Wire Company to Complaint, Board's Exhibit 3.

9. Amendment to Amended Answer of Keystone Steel & Wire Company to Complaint, Board's Exhibit 1–H.

10. Motion of Independent Steel Workers Alliance to intervene, Board's Exhibit 4.

11. Answer of Independent Steel Workers Alliance to Complaint, Board's Exhibit 5.

12. Amendment to Answer of Independent Steel Workers Alliance to Complaint, Board's Exhibit 8.

4798 13. Motion of Keystone Steel & Wire Company to dismiss Complaint, Board's Exhibit 1–J.

14. Motion of Keystone Steel & Wire Company to dismiss Complaint, Board's Exhibit 1–K.

15. Motion of Independent Steel Workers Alliance to dismiss Complaint, Board's Exhibit 1–M.

16. Motion of Independent Steel Workers Alliance to dismiss Complaint, Board's Exhibit 1–L.

17. Motion of Keystone Steel & Wire Company to dismiss Complaint, Respondents' Exhibit 19.

18. Motion of Keystone Steel & Wire Company to dismiss Complaint as to 8 (3) charges, Respondents' Exhibit 20.

19. Intermediate Report of Trial Examiner, Volume I, Transcript of Record.

20. Statement of exceptions of Keystone Steel & Wire Company to Examiner's Report, Volume I, Transcript of Record.

21. Statement of exceptions of intervenor, Independent Steel Workers Alliance to Examiner's Report, Volume I, Transcript of Record.

22. Exceptions of United Farm Equipment & Metal Workers of America, C.I.O., to the Examiner's Report, Volume I, Transcript of Record.

23. Exceptions of Board's counsel to Examiner's Report, Volume I, Transcript of Record.

24. Decision and Order of the Board, Volume I, Transcript of Record.

25. Petition of Keystone Steel & Wire Company and

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Independent Steel Workers Alliance to review and in part set aside an order of the National Labor Relations Board filed in this cause in the office of the Clerk of the United States Circuit Court of Appeals.

26. Answer of the National Labor Relations Board to petition to review its order and request for enforcement of said order filed in this cause in the office of the
4799 Clerk of the United States Circuit Court of Appeals, and any other responses which were filed to the petition to review filed herein.

27. This stipulation as to record and the Board's certificate of record.

28. The following pages from the stenographic transcript of the hearing before the Trial Examiner:

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3205	2	3206	1
3206	13	3207	5
3209	19		
3210	10	3210	19
3211	8	3214	19
3215	18	3216	20
3217	12	3218	6
3220	7	3221	3
3221	20	3222	13
3224	21	3225	16
3226	3	3226	22
3229	15	3230	2
3230	11	3230	13
3239	21	3240	13
3243	4	3244	17
3245	6	3246	13
3249	22	3250	6
3251	10	3253	6
3258	4	3258	22
3261	14	3261	24
3262	8	3262	12
3263	15	3265	7
3268	11	3269	22
3271	11	3271	21
3272	14	3274	5
3277	19	3278	20
3279	24	3280	9
3281	2	3281	19
3283	21	3284	7
3288	17	3289	10
3289	7	3291	22
3292	19	3293	10
3295	12	3295	23
3311	4	3311	20
3313	21	3314	10
3315	4	3315	20
3318	1	3318	9
3327	19	3328	12
3330	13	3331	3
3332	1	3332	11
3333	2	3333	7
3335	12	3335	20
3338	21	3340	11

From		To	
Page	Line	Page	Line
3343	8	3344	11
3346	20	3347	7
3348	10	3349	16
3351	19	3352	9
3354	19	3355	10
3358	23	3362	9
3366	23	3367	17
3371	12	3372	1
3374	3	3374	21
3377	10	3385	11
3390	5	3390	23
3394	17	3395	8
3397	11	3398	6
3400	8	3401	2
3402	15	3404	8
3405	4	3406	2
3409	1	3409	24
3415	3	3415	19
3419	8	3420	2
3424	22	3425	15
3427	22	3428	7
3430	4	3430	20
3433	4	3433	12
3444	16	3445	12
3449	18	3449	25
3452	13	3453	5
3455	21	3456	22
3457	19	3458	9
3462	11	3463	14
3464	11	3465	8
3467	14	3468	1
3471	15	3472	18
3475	23	3476	8
3475	18	3477	26
3478	13	3479	4
3481	10	3481	24
3483	5	3483	21
3486	4	3488	5
3491	4	3492	13
3494	21	3496	22
3516	13	3517	14
3520	14	3521	5
3524	19	3526	3
3532	19	3533	16
3537	10		
3538	6	3538	13
3547	14	3548	14
3552	5	3553	4
3556	13	3557	4
3560	1	3563	20
3567	6	3568	4
3572	21	3573	21
3623	23	3624	19
3627	14	3628	17
3632	3	3632	20
3636	20	3637	22
3640	13	3641	16
3645	1	3645	6
3646	5	3647	4
3650	1	3651	5
3655	5	3656	13
3659	16	3660	19

From		To	
Page	Line	Page	Line
3663	10	3663	22
3664	9	3665	12
3668	2	3670	25
3671	7	3671	13
3671	25	3672	9
3677	12	3680	6
3683	23	3689	22
4113	23	4136	12
4154	15	4158	7
4213	7	4221	16
4236	13	4240	20
4243	13	4257	23
4258	5	4262	13

29. The following Board Exhibits: Numbers 9; 11; 12; 13; 16; 17; 18; 19; 21; 22; 25; 26; 27; 28; part of 31, include all items through May 27, 1937; 33; 37; 40; 41; 42; 43; 44; 50; 51; 52; 55; 56; 64; 70; 72; 83; 87; 94; 100; 101; 104; 105; 114; 117; 118; 119; 125; 126; 127; 128; 129; 130; 131; 134; 137.

30. The following Respondents' Exhibits:

(a) Part of Number 1, the part to be printed being the fifth paragraph of page 6;

(b) Numbers 2; 8; 14; 15; 17; 18; 21.

31. The following Intervenor's Exhibits:

(a) Part of Number 1, as follows:

From		To	
Page	Line	Page	Line
1	1	71	entire page
74	1	81	13
103	1	109	12
124	1	125	entire page
131	1	145	17
151	1	152	entire page
165	1	171	entire page
188	31	225	9

(b) Numbers 2 to 18, inclusive.

4814 32. All proceedings before the United States Circuit Court of Appeals for the Seventh Circuit.

Neither party hereto admits, by the signing of this stipulation, the materiality of any of the matters hereinabove specified.

It is further stipulated and agreed that the National Labor Relations Board will include in a certificate to the Clerk of the Supreme Court copies of the following documents in cases Nos. 13–R–3180, 13–R–3189 and 13–R–3200:

BLEED THROUGH – POOR COPY

(1) Decision and Direction of Elections, dated January 8, 1946.

(2) Order Amending Directions of Elections, dated January 22, 1946.

(3) Order further amending Direction of Elections, dated February 8, 1946.

(4) Supplemental Decision, Order, and Certification of Representatives, dated February 28, 1946.

and that nine (9) copies will be filed with such Clerk.

It is further stipulated and agreed that any party hereto may print the foregoing documents as an appendix to his brief.

It is further stipulated and agreed that the parties may refer to the portions of the typewritten transcript of record and exhibits not included in the printed record.

Dated at Washington, D. C., this 13th day of March 1947.

GEORGE T. WASHINGTON,
Acting Solicitor General of the United States.

Dated at Peoria, Illinois, this 6th day of March 1947.

HUGH FULTON,
Solicitor for Keystone Steel & Wire Company,

Dated at Peoria, Illinois, this 4th day of March 1947.

FREDERICK V. ARBER,
EDWIN V. CHAMPION,
Solicitors for Independent Steel Workers Alliance.

[Endorsement on cover:] File No. 51,408. U. S. Circuit Court of Appeals, Seventh Circuit. Term No. 544. National Labor Relations Board, Petitioner, vs. Keystone Steel & Wire Company, and Independent Steel Workers Alliance. Petition for a writ of certiorari and exhibit thereto. Filed September 27, 1946. Term No. 544 O. T. 1946.

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